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ABSTRACT

This study, covering all 16 campuses of the University, is designed to determine if women are distributed across the academic levels in a similar pattern to their male colleagues; and if women's salaries in each level are comparable to the corresponding men's salaries. In the former case, both the actual headcount and the full-time equivalents (FTE) are presented for each unit. For salaries, the dollar difference between the average pay, converted to a 9-month equivalent, were calculated for each title in the department. Both persons and university units were excluded who were not engaged in teaching and/or research. Each unit begins with explanatory and summary highlights. An appendix follows containing the data sheets arranged alphabetically by department. The bulk of the data comes from the Madison Campus. Ten divisions are covered in which overall it was found that women are not distributed across the academic levels in a pattern similar to their male colleagues nor is their salary generally comparable to the corresponding male salary. Other units included the Milwaukee Campus, the Green Bay Complex, the Parkside Complex, the Center System, the University Extension and the Medical Center. The report urges further in-depth exploration of apparent inequities. (LR)

FINAL REPORT ON THE STATUS OF ACADEMIC
WOMEN--1971

University of Wisconsin

ED0 56633

Final Report on Status of Academic Women

HE082 620

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PREFACE

At the request of the Faculty Council, the Central University Office of Planning and Analysis undertook an exploratory study of the status of academic women at the University of Wisconsin. The study covers all 16 campuses of the University. The previous interim report dealt only with the College of Letters and Science and will occasionally be referred to for comparisons.

The study is designed to determine:

- a) If women are distributed across the academic levels in a similar pattern to their male colleagues; and
- b) If women's salaries in each level are comparable to the corresponding men's salaries.

This approach does not cover the many variables that affect salary and promotion such as degrees held, years of experience in the field, reputation, publications, age, and choice. However, it was felt that if consistent differences between women and their male colleagues were found in terms of academic title and financial rewards, then there might be sound basis upon which to explore further the possibility of discrimination. Therefore, the approach has been to gather hard data on academic title and salary for both sexes so that valid comparisons could be made.

METHODOLOGY

Using the 1969-70 University of Wisconsin Budget, Volume II, Staff Detail, the names, title, and salary of all the academic staff were recorded by department.

All 12-month salaries were converted to a nine-month equivalent, the common denominator. As the Budget Staff Detail does not indicate the sex of the employee, payroll files were used for this variable. However, some inaccuracies were found in the payroll sex categorizations, which resulted in a detailed review of names and recalculations so that the inaccuracies were rectified and the data were made reliable. Names whose gender was not readily apparent were double checked by calling the department offices.

Some notations should be made. Only filled positions were counted. These were reported on a headcount basis (actual numbers of bodies present) and on an FTE basis (full time equivalent). The former method shows numbers and the latter the uses of the numbers. For example, there may be two men and four women present in a particular department. However, if both men are full time and all the women are half time employees, then the FTE will show that the number of men and women, (as far as full time positions and salary are concerned), are the same. Where a headcount figure has a fraction, it indicates a split appointment. The individual may be in more than one department such as English in Letters and Science, and English at University Extension. In this way one avoids counting a particular individual as more than one employee. Both the arithmetic mean and the median salaries were determined in each department by title and sex. The dollar difference between the average salaries (mean and median) of men and women were also calculated for each title in each department.

Excluded from this study were persons who were paid "No Salary" for teaching and/or research in a particular department. This would apply to an administrator who may also hold a professorship in his department but does not act in a professorial role. Also excluded were visiting academicians, as it was felt that there was not an on-going reciprocal interest between them and the University.

I. MADISON CAMPUS SUMMARY

Certain divisions on the Madison Campus were excluded from this study because they dealt primarily with a service, administered special programs, were geared toward maintenance or in the case of the Medical School, contained unique titles in the various positions which would not be comparable to the other divisions. The divisions excluded were:

- General Education Administration
- General Services
- Air Force Aerospace Studies
- Arboretum
- Intercollegiate Athletics
- Leadership and Need Scholarship Program
- Medical Center Administration
- Medical School
- Military Science
- Naval Science
- Physical Plant
- Physical Plant - Heating and Air Conditioning
- Psychiatric Institute
- Residence Halls
- Student Loans
- State Laboratory of Hygiene
- Summer Session
- University Health Service
- University Hospitals
- Veterans Books and Supplies
- Wisconsin Union
- Work-Study Program - Student

Included in this analysis are the following major divisions of the Madison Campus, University of Wisconsin:

- Agricultural and Life Science
- School of Business
- School of Education
- College of Engineering
- Graduate School
- Law School
- College of Letters and Science
- Library School
- School of Nursing
- School of Pharmacy

REPORTING THE DATA

Each division is arranged in the order listed on the previous page. Following the summary pertaining to the individual division is an Appendix containing the data sheets. These data sheets are arranged alphabetically by department and are self explanatory. Some departments are large and varied and in these cases sub-department data sheets are included, following by the department totals. At the conclusion of the departmental data sheets is the summary sheet for the entire college or school. When an entire college or school is comprised of only one department by the same name, such as the School of Business, only the departmental summary sheet will be found.

The graphs which accompany some departmental data sheets in the College of Letters and Science illustrate the women's mean salary (always based on the FTE count) and median salary dollar differential compared to males for the same level. Obviously the graphs will only show those positions in which there is male and female representation at a particular level in the same department. The base line (0) indicates both the mean and the median male salary. The broad intervals are \$500 apart, and each line in between the large intervals represents \$100. The graphs should always be used in conjunction with their accompanying table so that one can see the numbers the graph represents.

WHAT DOES THE DATA SHOW?

The all campus summary tables will be limited to the levels of Professor, Associate Professor, Assistant Professor, and Instructor. The Professional, Scientific, and Specialist category is excluded as it is as varied in composition as are the departments. Nevertheless, the category of Professional, Scientific, and Specialist should not be ignored in follow-up studies.

Of the ten divisions included in this study, two, the School of Business and the School of Pharmacy have no women represented with the titles of Professor through Instructor.

A look at TABLE II shows that in general, the FTE percentage of women at a particular level in individual divisions generally remains constant or slightly exceeds the headcount percentage of women. A more detailed review reveals that the headcount and the FTE percentages remain constant at each academic level in the School of Nursing and in the Library School. In the College of Engineering and the Law School, (each having only one female representative in the levels of Professor - Instructor) the FTE percentage is less than the headcount, which indicates that in these two instances the women represented are not full-time staff. However, the College of Agriculture and Life Science shows a slight increase of the women's FTE percentage over the headcount percentage at each level except Assistant Professor; the College of Letters and Science shows a similar increase or constancy in the FTE percentage at each level excepting Instructor. The School of Education and the Graduate School show a consistent increase (or constancy) of the women's FTE percentage over the headcount at every level where women are present. In the totals for all ten divisions there is an increase or constancy in each title except Instructor.

This data would indicate that proportionately men have more fractional positions than women in the upper ranks but that there are more women than men at the title of Instructor who are fractional appointments.

Still referring to TABLE II, it would be worthwhile to see if there are consistent patterns in the distribution of women faculty that mirror the College of Letters and Science--that the percentage of women consistently decreases as the academic levels increase. Does this hold true for the other nine divisions?

We can immediately eliminate the Schools of Business and Pharmacy as they have no women on their academic staff. The School of Nursing should also be excluded as there is only one male on the staff. The Law School and the College of Engineering would have to be eliminated as there is only one academic woman above the level of Professional, Scientific, and Specialist on each of their respective staffs, which gives no grounds for comparison. For the remaining divisions, it is most difficult to find any consistent pattern. The College of Agriculture and Life Science follows the same pattern as the College of Letters and Science except that there is a large decrease in the percentage of women at the Associate Professor rank. The School of Education shows a fairly constant percentage of women faculty at the three Professorial ranks but with a large increase at the Instructor level. The pattern is reversed in the Graduate School. The Library School, which has no Professors, shows a decrease in the percentage of women at the Associate Professor rank in comparison with the Instructor level; the percentage of women at the Assistant Professor rank falls below them both. Therefore, it can be seen that there is not one consistent pattern to be seen in all divisions. The only generalizations which can be made are that the title of Instructor usually has the highest percentage of women and that when one views the combined totals for all ten divisions there is a consistent decrease in the percentage of women as the levels increase.

It would be fruitful to compare the percentage of academic women in the ten divisions of the Madison Campus to the national figures for public universities. The national data is supplied by the Fall, 1966 issue of Higher Education, published by the United States Department of Health, Education and Welfare. The percentages for the Madison Campus are on a headcount basis.

TABLE I
THE PERCENTAGE OF ACADEMIC WOMEN BY LEVEL:
MADISON CAMPUS COMPARED TO NATIONAL PUBLIC UNIVERSITIES

Title	Madison	National
PROFESSOR	4.8%	5.4%
ASSOCIATE PROFESSOR	6.8%	10.4%
ASSISTANT PROFESSOR	11.5%	14.8%
INSTRUCTOR	50.5%	30.5%
TOTAL	9.1%	14.0%

At every level excepting Instructor, the percentage of women faculty is below the national figures. The data in TABLE I also indicates that the Madison Campus employs women at the Instructor level well out of proportion to what would be expected. This is the lowest level and also the least remunerative. The statistics for the Madison campus look even less impressive considering that the national percentages are for 1966 and the Madison percentages for 1969. Considering the fact that the percentage of doctor's degrees awarded to women jumped in 1967 to 12% (1969 Handbook on Women Workers, p. 198) as opposed to 10% and 11% for most of the past 20 years, thus increasing the number of potential female applicants, indicates that further inquiry into the causes for the low percentage of women at the Assistant Professor rank is advisable.

There do not appear to be any dramatic patterns when viewing the raw numbers of faculty other than the scarcity of women in some divisions. Tables III and IV provide numerical summaries of the 10 divisions in this survey.

Table V provides a summary view of mean average salaries for men and women faculty in the ten divisions. Women earn less than their male colleagues at each title in each division with the exceptions of the Associate Professor rank in the Graduate School (where a .50 FTE woman is compared to 11.30 FTE males), the Instructor level in the Library School, and the Assistant Professor rank in Nursing. In these cases the women earn more than their male colleagues. It might be noted that at the rank of Professor the highest women's mean average salary of all the divisions falls below the lowest male average salary for the same rank.

For a more detailed analysis one must view the summaries for the individual divisions where unique elements in a particular division are discussed.

However, on the basis of the data reported in this over-all summary, it appears that women are not distributed across the academic levels in a pattern similar to their male colleagues nor is their salary generally comparable to the corresponding male salary.

In general, there is a scarcity of women at the professorial ranks and in top administrative positions. It is also generally true that as women increase in academic level, the dollar differential between them and their male colleagues increases. Further in-depth exploration of the apparent inequities does seem necessary.

TABLE II

PERCENTAGE OF WOMEN FACULTY IN TEN DIVISIONS

BY TITLE, HEADCOUNT, AND FTE

Madison Campus: 1969-70

DIVISION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	FTE
College of Agriculture and Life Science	10.2%	10.3%	3.8%	3.9%	13.0%	12.4%	42.4%	45.5%	9.8%	9.7%					
School of Business	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%					
School of Education	11.7%	11.8%	12.8%	13.0%	12.6%	12.6%	24.4%	25.9%	12.6%	12.7%					
College of Engineering	.0%	.0%	.0%	.0%	2.7%	2.0%	.0%	.0%	.7%	.5%					
Graduate School	3.2%	3.9%	3.2%	3.4%	1.4%	1.6%	.0%	.0%	2.7%	3.3%					
Law School	3.6%	2.8%	.0%	.0%	.0%	.0%	.0%	.0%	3.0%	2.3%					
College of Letters and Science	2.5%	2.5%	5.0%	5.1%	11.0%	11.1%	35.0%	31.4%	7.1%	6.9%					
*Library School	.0%	.0%	33.3%	33.3%	19.1%	19.1%	50.0%	50.0%	26.4%	26.4%					
School of Nursing	100.0%	100.0%	100.0%	100.0%	93.1%	93.1%	100.0%	100.0%	97.9%	97.9%					
School of Pharmacy	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%	.0%					
TOTAL	4.8%	4.8%	6.8%	6.9%	11.5%	11.6%	50.5%	49.4%	9.1%	9.1%					

* There are no faculty with the rank of Professor in the Library School.

TABLE III

MEN AND WOMEN FACULTY IN TEN DIVISIONS, BY TITLE

HEADCOUNT

Madison Campus: 1969-70

DIVISION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Agriculture & Life Science	140.70	16.06	156.76	56.23	2.25	58.48	54.81	8.23	63.04	1.36	1.00	2.36	253.10	27.54	280.64
Business	25.76	--	25.76	5.37	--	5.37	31.50	--	31.50	1.00	--	1.00	63.63	--	63.63
Education	65.27	8.67	73.94	35.23	5.17	40.40	47.42	6.86	54.28	3.26	1.05	4.31	151.18	21.75	172.93
Engineering	73.66	--	73.66	36.48	--	36.48	36.50	1.00	37.50	2.00	--	2.00	148.64	1.00	149.64
Graduate School	45.28	1.50	46.78	15.06	.50	15.56	23.22	.33	23.55	--	--	--	83.56	2.33	85.89
Law School	27.00	1.00	28.00	2.50	--	2.50	1.50	--	1.50	1.00	--	1.00	32.00	1.00	33.00
Letters & Science	382.03	10.00	392.03	160.35	8.52	168.87	241.50	29.91	271.41	25.00	13.45	38.45	808.88	61.88	870.76
Library School	--	--	--	2.00	1.00	3.00	12.72	3.00	15.72	2.00	2.00	4.00	16.72	6.00	22.72
Nursing	--	1.32	1.32	--	5.53	5.53	.75	10.07	10.82	--	18.91	18.91	.75	35.83	36.58
Pharmacy	7.94	--	7.94	3.30	--	3.30	5.21	--	5.21	--	--	--	16.45	--	16.45
*Total	767.64	38.55	806.19	316.52	22.97	339.49	455.13	59.40	514.53	35.62	36.41	72.03	1574.91	157.33	1732.24

*The School of Nursing accounts for:

Women Professors	3.4%
Women Associate Professors	24.1%
Women Assistant Professors	17.0%
Women Instructors	51.9%
Total Academic Women in Ten Divisions	22.8%

TABLE IV

MEN AND WOMEN FACULTY IN TEN DIVISIONS, BY TITLE

FTE

Madison Campus: 1969-70

DIVISION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	M	W	T	M	M	W	T	M	M	W	T	M	W	W	T
Agriculture & Life Science	140.34	16.06	156.40	56.06	2.25	58.31	54.81	7.73	62.54	1.20	1.00	2.20	252.41	27.04	279.45
Business	24.76	--	24.76	5.37	--	5.37	31.50	--	31.50	1.00	--	1.00	62.63	--	62.63
Education	64.77	8.67	73.44	34.73	5.17	39.90	47.42	6.86	54.28	3.01	1.05	4.06	149.93	21.75	171.68
Engineering	73.24	--	73.24	36.48	--	36.48	36.50	.75	37.25	2.00	--	2.00	148.22	.75	148.97
Graduate School	36.80	1.50	38.30	11.30	.50	11.80	19.87	.33	20.20	--	--	--	67.97	2.33	70.30
Law School	26.25	.75	27.00	2.50	--	2.50	1.50	--	1.50	1.00	--	1.00	31.25	.75	32.00
Letters & Science	374.26	9.50	383.76	158.55	8.52	167.07	238.21	29.91	268.12	25.00	11.45	36.45	796.02	59.38	855.40
Library School	--	--	--	2.00	1.00	3.00	12.72	3.00	15.72	2.00	2.00	4.00	16.72	5.00	22.72
Nursing	--	1.32	1.32	--	5.53	5.53	.75	10.07	10.82	--	18.91	18.91	.75	35.83	36.58
Pharmacy	7.94	--	7.94	3.30	--	3.30	5.21	--	5.21	--	--	--	16.45	--	16.45
Total	748.36	37.80	786.16	310.29	22.97	333.26	448.49	58.65	507.14	35.21	34.41	69.62	1542.35	153.83	1696.18

TABLE V

MEAN AVERAGE SALARIES OF FACULTY BY DIVISION, TITLE AND SEX

Madison Campus: 1969-70

DIVISION	TITLES							
	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		INSTRUCTOR	
	Men	Women	Men	Women	Men	Women	Men	Women
Agriculture & Life Science	17,971	16,489	13,298	12,327	11,351	10,410	9,833	8,500
Business	19,057	--	15,933	--	13,613	--	12,250	--
Education	18,573	16,500	13,436	12,770	11,483	11,477	9,265	9,007
Engineering	18,946	--	13,903	--	12,117	12,060	7,450	--
Graduate School	20,229	17,967	14,074	15,464	11,493	10,800	--	--
Law	21,080	15,900	14,970	--	16,233	--	8,509	--
Letters and Science	19,598	16,184	13,423	12,265	11,059	10,840	9,249	8,886
Library	--	--	14,866	11,693	11,065	9,486	8,313	8,791
Nursing	--	16,811	--	12,601	10,100	11,289	--	8,729
Pharmacy	18,570	--	14,356	--	12,055	--	--	--

Note: The School of Business and the School of Pharmacy do not have women employed at any of the levels of Professor - Instructor.

II. COLLEGE OF AGRICULTURAL AND LIFE SCIENCES

A total of 30 departments are represented in this college. Of this total, 20 departments have no women on the academic staff while the remaining 10 departments show women represented at some academic level. There are no women in the category of Administration.

Following is a broad view of academic women in the College of Agricultural and Life Science. Data for the individual departments can be seen in the collection of data sheets in Appendix A.

Table I
PERCENT OF TOTAL COLLEGE MEMBERSHIP
REPRESENTED BY WOMEN (BY TITLE)
Madison: College of Agricultural and Life Sciences
University of Wisconsin
1969-70

Title	Percent Women are of Total Membership	
	Headcount	FTE
Professor	10.2%	10.3%
Associate Professor	3.8%	3.9%
Assistant Professor	13.0%	12.4%
Instructor	42.4%	45.5%
Administration	0.0%	0.0%
Professional, Scientific, and Specialist	22.2%	21.0%
Total for Agriculture and Life Science (All titles)	11.5%	11.2%

Table II
NUMBER OF WOMEN (BY TITLE)
Madison: College of Agricultural and Life Sciences
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	16.06	16.06
Associate Professor	2.25	2.25
Assistant Professor	8.23	7.73
Instructor	1.00	1.00
Administration	.0	.0
Professional, Scientific, & Specialist	10.82	9.98
Total for Agriculture and Life Science	38.36	37.02

Table III
DOLLAR DIFFERENTIAL* OF ACADEMIC WOMEN (BY TITLE)
Madison: College of Agricultural and Life Sciences
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	-1,482
Associate Professor	- 951
Assistant Professor	- 941
Instructor	-1,333
Professional, Scientific, & Specialist	-1,653

* Based upon academic year mean salaries and includes departments where both sexes are not represented.

At first glance, the women in the College of Agricultural and Life Science would seem to fare better than their female colleagues in the College of Letters and Science. Although the percentage of women in the totals of both colleges are roughly equal there is a significant increase in the percentage of women at the Professorial rank in the College of Agricultural and Life Science. There is a minor increase at the Assistant Professor and Instructor levels and a decrease at the Associate Professor and Professional, Scientific, and Specialist levels when compared to the College of Letters and Science.

However, it is worth noting that the School of Family Resources and Consumer Science is included in the College of Agricultural and Life Science. If this traditionally "women's field" is excluded from the statistics, the College of Agricultural and Life Science takes on a different appearance. (Table IV)

Table IV

A VIEW OF THE ACADEMIC MEMBERSHIP OF THE COLLEGE OF AGRICULTURAL AND LIFE

SCIENCE WITH THE SCHOOL OF FAMILY RESOURCES INCLUDED AND EXCLUDED

Madison Campus, University of Wisconsin 1969-70

Title	Headcount							
	Included				Excluded			
	M	W	T	% Women	M	W	T	% Women
Professor	140.70	16.06	156.76	10.2	140.43	6.17	146.60	4.2
Associate Professor	56.23	2.25	58.48	3.8	56.23	.25	56.48	.4
Assistant Professor	54.81	8.23	63.04	13.0	54.33	1.50	55.83	2.7
Instructor	1.36	1.00	2.36	42.4	1.36	.00	1.36	.0
Admininstrator	4.98	.00	4.98	.0	4.38	.00	4.38	.0
Professional, Scientific, and Specialist	37.99	10.82	48.81	22.2	37.99	7.82	45.81	17.1
Total	296.07	38.36	334.43	11.5	294.72	15.74	310.46	5.1

F.T.E.

Professor	140.34	16.06	156.40	10.3	140.09	6.17	146.26	4.2
Associate Professor	56.06	2.25	58.31	3.9	56.06	.25	56.31	.4
Assistant Professor	54.81	7.73	62.54	12.4	54.33	1.50	55.83	2.7
Instructor	1.20	1.00	2.20	45.5	1.20	.00	1.20	.0
Administrator	4.93	.00	4.93	.0	4.38	.00	4.38	.0
Professional, Scientific, and Specialist	37.49	9.98	47.47	21.0	37.49	6.98	44.47	15.7
Total	294.83	37.02	331.85	11.2	293.55	14.90	308.45	4.8

It can be seen that by merely excluding one traditionally "women's area" the numbers and percentages of women's representation changes dramatically. The numbers and percentages of women is greatly reduced and this is seen especially at the professorial ranks. Further, it is worth noting that even in the School of Family Resources and Consumer Science, where males are in the minority, the mean salary for males exceeds that of their female colleagues at every level where both sexes are represented and that a man holds the only position with the title of Administration. If one compares the women's mean salary in the School of Family Resources and Consumer Science with the mean salary of their male colleagues in the College of Agricultural and Life Science, the discrepancy in dollar differential increases even more.

The College of Agricultural and Life Science does seem to follow the pattern of the College of Letters and Science in that in all but one department the women's dollar differential is significantly below that of the males at each level. Women are relatively concentrated in the School of Family Resources and Consumer Science. Their distribution across the academic levels is scattered. When the School of Family Resources and Consumer Science is included in the Agricultural and Life Science totals, the percentage of women represented generally decreases as the level increases. When it is excluded: (1) the percentage of women at the professorial ranks is significantly decreased but not in the general pattern of decreasing as the ranks get higher; (2) one half of the women are in the Professional, Scientific, and Specialist category. Therefore, the sample of women in the three professorial ranks is quite small and defies generalizations.

A P P E N D I X A

**Data for the College of Agriculture and Life Science
Madison Campus, University of Wisconsin 1969-70**

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department Admin- Office of Dean & Dir.
 Department Code 2-04-0300

A-1

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			P.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									Total
22 Prof.														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.	2.35		2.35	2.35		2.35	22,453		22,453					
Prof. Sci. & Spec.														
Total	2.35		2.35	2.35		2.35	22,453		22,453					

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department Admin-Resident Instruction
 Department Code 2-04-1000

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
23 Prof.														
Assoc. Prof.														
Asst. Prof.	.67		.67	.67		.67			11,045	11,045			11,045	
Instr.	1.00		1.00	1.00		1.00			10,309	10,309			10,309	
Admin.	1.33		1.33	1.33		1.33			18,947	18,613			18,613	
Prof. Sci. & Spec.	.07		.07	.07		.07			17,836	17,836			17,836	
Total	3.07		3.07	3.07		3.07			14,383				14,383	

A-2

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department Admin - Wis. Experimental Station
 Department Code 2-04-1200

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
24															
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.82		1.82	1.82		1.82	13,444				13,444	13,444			13,444
Total	1.82		1.82	1.82		1.82	13,444				13,444				

STATUS OF WOMEN STUDY

Campus MADISON

College or School AGRICULTURE & LIFE SCI.

Department AGRONOMY

Department Code 2-04-1500

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
25 Prof.	6.03	1.00	7.03	6.03	1.00	17.022	18.736	17,255	+ 1,714	16,036	18,736	+ 270
Assoc. Prof.	2.00		2.00	2.00		11,945		11,945		11,945		
Asst. Prof.	7.00		7.00	7.00		11,179		11,179		11,536		
Instr.												
Admin.												
Prof. Sci. & Spec.	2.00		2.00	2.00		7,184		7,184		7,184		
Total	17.03	1.00	18.03	17.03	1.00	12,869	18,736	13,190	+ 5,867			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department BACTERIOLOGY
 Department Code 2-04-1800

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
26 Prof.	5.62	1.00	6.62	5.62	1.00	6.62	22,821	18,327	22,142	- 4,494	22,868	18,327	- 4,541
Assoc. Prof.	4.00		4.00	4.00		4.00	13,909		13,909		13,991		
Asst. Prof.	2.83		2.83	2.83		2.83	11,823		11,823		11,667		
Instr.													
Admin.													
Prof. Sci. & Spec.	.83	.82	1.65	.83	.82	1.65	5,973	6,545	6,257	+ 572	5,973	6,545	+ 572
Total	13.28	1.82	15.10	13.28	1.82	15.10	16,740	13,019	16,292	- 3,721			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGR. & LIFE SCI.
 Department BIOCHEMISTRY
 Department Code 2-04-2100

A-6

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total										
27 Prof.	12.81		12.81	12.81		12.81	18,783				18,783	18,638				
Assoc. Prof.	1.52		1.52	1.52		1.52	15,763				15,763	15,810				
Asst. Prof.	2.00		2.00	2.00		2.00	12,805				12,805	12,805				
Instr.																
Admin.																
Prof. Sci. & Spec.																
Total	16.33		16.33	16.33		16.33	17,770				17,770					

STATUS OF MEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department DAIRY PLANT
 Department Code 2-04-2700

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
28 Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00		1.00	1.00			6,423				6,423	6,423			
Total	1.00		1.00	1.00			6,423				6,423	6,423			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGR. & LIFE SCI.
 Department DAIRY SCIENCE
 Department Code 2-04-3000

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
29 Prof.	2.91		2.91	2.91		2.91		18,128	18,614			
Assoc. Prof.	3.95		3.95	3.95		3.95		12,817	12,457			
Asst. Prof.	3.18		3.18	3.18		3.18		11,154	11,209			
Instr.												
Admin.												
Prof. Sci. & Spec.	5.50		5.50	5.50		5.50		7,223	7,184			
Total	15.54		15.54	15.54		15.54		11,491				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department ECONOMICS (AGRICULTURAL)
 Department Code 2-04-3300

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
30 Prof.	11.20		11.20	11.20		11.20	17,817				17,817	16,936			
Assoc. Prof.	3.71		3.71	3.71		3.71	13,855				13,855	13,418			
Asst. Prof.	1.74		1.74	1.74		1.74	11,869				11,869	11,885			
Instr.															
Admin.															
Prof. Sci. & Spec.		1.00	1.00		.66	.66		7,181			7,181		7,181		
Total	16.65	1.00	17.65	16.65	.66	17.31	16,312	7,181	- 9,131	15,964					

STATUS OF WOMEN STUDY

Campus MADISON

College or School AGRI. & LIFE SCI.

Department EDUCATION (AG. & EXT.)

Department Code 2-04-3600

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.64		2.64	2.64		2.64	18,273		18,273		18,818		
Assoc. Prof.	1.13	.25	1.38	1.13	.25	1.38	12,689	12,027	12,569	- 662	13,116	12,027	- 1,089
Asst. Prof.	2.29		2.29	2.29		2.29	11,593		11,593		11,045		
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	10,000		10,000		10,000		
Total	7.06	.25	7.31	7.06	.25	7.31	14,041	12,027	13,972	- 2,014			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department ENGINEERING (AGRI.)
 Department Code 2-04-3900

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
32 Prof.	2.63		2.63	2.63		2.63	18,768				18,768	18,491			
Assoc. Prof.	3.90		3.90	3.90		3.90	13,891				13,891	13,745			
Asst. Prof.	1.00		1.00	1.00		1.00	12,191				12,191	12,191			
Instr.															
Admin.															
Prof. Sci. & Spec.	.50		.50	.50		.50	6,226				6,226	6,226			
Total	8.03		8.03	8.03		8.03	14,799				14,799				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department ENTOMOLOGY
 Department Code 2-04-4200

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	11.95		11.95	11.95		16,809			16,809	16,527			
Assoc. Prof.	2.72		2.72	2.72		12,554			12,554	12,498			
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	4.09		4.09	4.09		6,171			6,171	5,727			
Total	18.76		18.76	18.76		13,873			13,873				

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department FOOD SCI. & INDUSTRIES
 Department Code 2-04-4600

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
34 Prof.	5.53	1.91	7.44	5.53	1.91	18,524	17,657	18,301	- 867	18,301	18,655	17,632	- 1,023	
Assoc. Prof.	4.72		4.72	4.72		13,674		13,674			13,500			
Asst. Prof.	2.59		2.59	2.59		9,475		9,475			10,244			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	12.84	1.91	14.75	12.84	1.91	14,916	17,657	15,271	+2,741	15,271				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department FOOD RESEARCH INSTITUTE
 Department Code 2-04-4700

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
37 Prof.	1.87		1.87	1.87		1.87	17,437		17,437		17,468		
Assoc. Prof.	1.00		1.00	1.00		1.00	13,664		13,664		13,664		
Asst. Prof.	2.41		2.41	2.41		2.41	11,297		11,297		11,127		
Instr.													
Admin.													
Prof. Sci. & Spec.	.25		.25	.25		.25	23,727		23,727		23,727		
Total	5.53		5.53	5.53		5.53	14,363		14,363				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AGRI. & LIFE SCI.
 Department GENETICS
 Department Code 2-04-5400

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
36 Prof.	7.31		7.31	7.14		7.14	19,565				19,565	19,432			
Assoc. Prof.	1.00		1.00	1.00		1.00	14,114				14,114	14,114			
Asst. Prof.	2.00		2.00	2.00		2.00	12,639				12,639	12,866			
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	10.31		10.31	10.14		10.14	17,649				17,649				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department School Family Resources & Consumer Science
 Department Code 2-04-57

RANK	NUMBER						AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male		Total	Male		Total								
	Male	Female	Total	Male	Female	Total								
37 Prof.	.27	9.89	10.16	.25	9.89	10.14	20,045	15,908	-4,137	16,010	20,045	15,745	-4,300	
Assoc. Prof.		2.00	2.00		2.00	2.00		12,387		12,387		12,387		
Asst. Prof.	.48	6.73	7.21	.48	6.23	6.71	10,923	10,437	-486	10,472	10,437	10,000	-437	
Instr.		1.00	1.00		1.00	1.00		8,500		8,500		8,500		
Admin.	.60		.60	.55		.55	20,045			20,045	20,045			
Prof. Sci. & Spec.		3.00	3.00		3.00	3.00		7,917		7,917		7,950		
Total	1.35	22.62	23.97	1.28	22.12	23.40	16,565	12,635	-3,930	12,849				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department HORTICULTURE
 Department Code 2-04-6000

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.	Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total								
Prof.	7.11		7.11	7.11	7.11		7.11		16,593		16,593
Assoc. Prof.	3.16		3.16	3.16	3.16		3.16		12,204		12,204
Asst. Prof.	2.66		2.66	2.66	2.66		2.66		11,216		11,216
Instr.											
Admin.											
Prof. Sci. & Spec.	4.00		4.00	4.00	4.00		4.00		6,415		6,415
Total	16.93		16.93	16.93	16.93		16.93		12,524		12,524

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCIENCES
 Department INTERNATIONAL AG. PROGRAMS
 Department Code 2-04-6200

A-10

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
36 Prof.													
Assoc. Prof.													
Asst. Prof.	1.00		1.00	1.00		10,636			10,636	10,636			
Instr.													
Admin.													
Prof. Sci. & Spec.	1.70		1.70	1.70		19,757			19,757	19,187			
Total	2.70		2.70	2.70		16,379			16,379				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department JOURNALISM (AG)
 Department Code 2-04-6300

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total										
40 Prof.	2.78	.26	3.04	2.78	.26	3.04	15,886	15,022	- 864	15,812	15,431	15,022	- 409			
Assoc. Prof.	.67		.67	.67		.67	12,027			12,027	12,027					
Asst. Prof.	2.26		2.26	2.26		2.26	11,032			11,032	10,391					
Instr.	.36		.36	.20		.20	7,451			7,451	7,451					
Admin.																
Prof. Sci. & Spec.	.60		.60	.60		.60	10,718			10,718	10,718					
Total	6.67	.26	6.93	6.51	.26	6.77	13,074	15,022	+ 1,948	13,143						

*All statistics refer to employment as a Lecturer

STATUS OF TENURE STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department LAND TENURE CENTER
 Department Code 2-04-6400

A-20

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
41 Prof.	.76		.76	.76		.76	17,537				17,537	16,378			
Assoc. Prof.	1.50		1.50	1.50		1.50	13,292				13,292	13,557			
Asst. Prof.	.96		.96	.96		.96	12,068				12,068	12,068			
Instr.															
Admin.															
Prof. Sci. & Spec.	3.00	6.00	9.00	2.50	5.50	8.00	6,669	5,661	- 1,008	5,976	6,218	4,870	- 1,348		
Total	6.22	6.00	12.22	5.72	5.50	11.22	10,756	5,661	- 5,095	8,258					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department LIBRARY (AG)
 Department Code 2-04-6600

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
<u>2</u> Prof.															
Assoc. Prof.	1.00		1.00			1.00	1.00	14,236			14,236	14,236			
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	1.00		1.00			1.00	1.00	14,236			14,236	14,236			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department MEAT AND ANIMAL SCIENCE
 Department Code 2-04-6900

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
43 Prof.	6.94		6.94	6.94		6.94	16,581				16,581	16,896			
Assoc. Prof.	3.11		3.11	3.11		3.11	13,735				13,735	13,336			
Asst. Prof.	2.72		2.72	2.72		2.72	11,000				11,000	11,291			
Instr.															
Admin.															
Prof. Sci. & Spec.	2.72		2.72	2.72		2.72	7,257				7,257	7,159			
Total	15.49		15.49	15.49		15.49	13,392				13,392				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department School of Natural Resources
 Department Code 2-04-73

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
44 Prof.	6.68		6.68	6.68		17,703			17,703	17,453			
Assoc. Prof.	7.69		7.69	7.69		13,103			13,103	13,304			
Asst. Prof.	3.37		3.37	3.37		11,242			11,242	11,004			
Instr.													
Admin.	.70		.70	.70		22,091			22,091	22,091			
Prof. Sci. & Spec.													
Total	18.44		18.44	18.44		14,771			14,771				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department NUTRI. SCI. - GENERAL
 Department Code 2-04-7400

A-24

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
47 Prof.	2.01	2.00	4.01	1.84	2.00	3.84	19,149	16,393	-2,756	17,713	18,458	16,393	-2,065	
Assoc. Prof.	1.50		1.50	1.33		1.33	13,656			13,656	14,032			
Asst. Prof.	1.40	.50	1.90	1.40	.50	1.90	11,332	11,332		11,332	11,639	11,332	- 307	
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	4.91	2.50	7.41	4.57	2.50	7.07	15,156	15,381	+ 225	15,235				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department PLANT PATHOLOGY - GENERAL
 Department Code 2-04-75

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	14.60		14.60	14.60		17,173		17,173		17,018		
Assoc. Prof.	1.00		1.00	1.00		13,631		13,631		13,631		
Asst. Prof.	2.00		2.00	2.00		11,536		11,536		11,536		
Instr.												
Admin.												
Prof. Sci. & Spec.	4.91		4.91	4.91		6,294		6,294		6,308		
Total	22.07		22.07	22.07		14,320		14,320				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department POULTRY SCIENCE
 Department Code 2-04-7800

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	3.78		3.78	3.78		3.78	17,548			17,548		17,264			
Assoc. Prof.															
Asst. Prof.	1.10		1.10	1.10		1.10	10,621			10,621		10,739			
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	4.88		4.88	4.88		4.88	15,987			15,987					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department SOCIOLOGY (RURAL)
 Department Code 2-04-8400

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	4.60		4.60	4.60		18,738		18,738		18,573		
Assoc. Prof.	.67		.67	.67		14,400		14,400		14,400		
Asst. Prof.	1.54		1.54	1.54		12,013		12,013		11,864		
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	6.81		6.81	6.81		16,790		16,790				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department SOILS
 Department Code 2-04-8600

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
40 Prof.	9.78		9.78	9.78		18,275			18,275	16,282				
Assoc. Prof.	4.43		4.43	4.43		12,251			12,251	11,999				
Asst. Prof.	1.12		1.12	1.12		10,532			10,532	10,420				
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	15.33		15.33	15.33		15,969			15,969					

STATUS OF MEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department UNIV. EXP. FARMS
 Department Code 2-04-8900

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
50 Prof.	2.37		2.37	2.37		2.37	15,442				15,442	15,505			
Assoc. Prof.	1.85		1.85	1.85		1.85	13,514				13,514	13,475			
Asst. Prof.	3.85		3.85	3.85		3.85	10,472				10,472	10,626			
Instr.															
Admin.															
Prof. Sci. & Spec.	4.00		4.00	4.00		4.00	9,413				9,413	6,599			
Total	12.07		12.07	12.07		12.07	11,563				11,563				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School AG. & LIFE SCI.
 Department VET. SCIENCE
 Department Code 2-04-9000

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RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
51 Prof.	8.52		8.52	8.52		18,474		18,474		18,474	18,327			
Assoc. Prof.														
Asst. Prof.	2.64	1.00	3.64	2.64	1.00	12,966	9,777	12,090	-3,189		12,932	9,777	-3,155	
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	11.16	1.00	12.16	11.16	1.00	17,171	9,777	16,563	-7,394					

STATUS OF WOMEN STUDY

Campus Madison
 College or School Ag. & Life Science
 Department Totals
 Department Code 2-04

RANK	NUMBER						AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
57 2 Prof.	140.70	16.06	156.76	140.34	16.06	156.40	17,971	16,489	-1,482	17,818					
Assoc. Prof.	56.23	2.25	58.48	56.06	2.25	58.31	13,298	12,347	- 951	13,261					
Asst. Prof.	54.81	8.23	63.04	54.81	7.73	62.54	11,351	10,410	- 941	11,234					
Instr.	1.36	1.00	2.36	1.20	1.00	2.20	9,833	8,500	-1,333	9,227					
Admin.	4.98		4.98	4.93		4.93	21,179			21,179					
Prof. Sci. & Spec.	37.99	10.82	48.81	37.49	9.98	47.47	8,165	6,512	-1,653	7,817					
Total	296.07	38.36	334.43	294.83	37.02	331.85	14,617	12,065	-2,552						

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1 ✓

III. SCHOOL OF BUSINESS

In the School of Business women are represented only at the Professional, Scientific, and Specialist level. There are no female Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, nor any women at the Administrative level.

The following table shows the percent of women in the School of Business.

PERCENT OF SCHOOL OF BUSINESS MEMBER REPRESENTED

BY WOMEN (BY TITLE)

Madison: School of Business, University of Wisconsin

1969-70

Title	Percentage of Women	
	Headcount	FTE
Professor	0%	0%
Associate Professor	0%	0%
Assistant Professor	0%	0%
Instructor	0%	0%
Professional, Scientific & Specialist	30.0%	28.7%
Total for School of Business (all titles)	4.0%	4.1%

The details of the numbers of women and the dollar differential can be seen by referring to Appendix A.

APPENDIX A

Data for the School of Business

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus MADISON
 College or School BUSINESS
 Department BUSINESS
 Department Code 2-12-2000

RANK	NUMBER						AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
57	25.76		25.76	24.76		24.76	19,057				19,057	19,223			
Prof.	5.37		5.37	5.37		5.37	15,933				15,933	15,845			
Assoc. Prof.	31.50		31.50	31.50		31.50	13,613				13,613	13,385			
Instr.	1.00		1.00	1.00		1.00	12,250				12,250	12,250			
Admin.	1.20		1.20	1.20		1.20	21,876				21,876	21,446			
*Prof. Sci. & Spec.	7.00	3.00	10.00	5.61	3.00	8.61	14,094	7,400	-6,694	11,761	15,000	6,382	-8,618		
Total	71.83	3.00	74.83	69.44	3.00	72.44	15,895	7,400	-8,495	15,543					

*The data includes 2.00 (headcount) and 1.83 (FTE) males employed as Lecturers.

IV. SCHOOL OF EDUCATION

Women are employed in 15 of the 21 departments in the School of Education. Six departments employ men only; two departments employ women only. Four departments among those employing women have men in the upper levels but women only in the Professional, Scientific, and Specialist category.

Department by department data is contained in Appendix A. Tables for the entire School of Education are reproduced below.

TABLE I

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: School of Education

University of Wisconsin

1969-70

Title	<u>Percent Women are in Total Membership</u>	
	Headcount	FTE
Professor	11.7%	11.8%
Associate Professor	12.8%	13.0%
Assistant Professor	12.6%	12.6%
Instructor	24.4%	25.9%
Administration	0%	0%
Professional, Scientific, and Specialist	45.2%	42.7%
*Lecturer	77.8%	83.0%
Total for Education (all titles)	20.4%	19.2%

*Lecturers were culled from the Professional, Scientific, and Specialist category, the "catch-all" category. Please note that Lecturers are included in the Professional, Scientific, and Specialist figures.

TABLE II
NUMBER OF WOMEN (BY TITLE)
Madison: School of Education
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	8.67	8.67
Associate Professor	5.17	5.17
Assistant Professor	6.86	6.86
Instructor	1.05	1.05
Administration	0	0
Professional, Scientific, and Specialist	25.38	25.38
*Lecturer	7.00	6.50
Total for Education (all titles)	47.13	42.96

*See note at bottom of TABLE I

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Madison: School of Education
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	-2073
Associate Professor	- 666
Assistant Professor	- 6
Instructor	- 258
Professional, Scientific, and Specialist	-4013

The School of Education is unlike the College of Letters and Science in that women are fairly uniformly distributed in the professorial ranks in percentages, and form a higher percentage of the Professor, Associate Professor, Assistant Professor, and Lecturer positions than do women in Letters and Sciences. As is true in Letters and Sciences, however, there is a positive correlation between increase in level and increased discrepancy in dollar differential, though that discrepancy is smaller in the School of Education than in the College of Letters and Sciences.

A closer examination of the data reveals some interesting characteristics of the School. Physical Education is included in the School and accounts for nearly all the female full Professors. When the Physical Education departments, Women's Physical Education, Professional and Basic, Men's Physical Education, Professional and Basic, the Nielson Tennis Stadium, and the Intramural Recreation Program are removed from the School of Education statistics--departments which offer a program distinctly different from those offered elsewhere in the School--the percentages and numbers change in a noteworthy way.

TABLE IV
PERCENTAGE OF SCHOOL MEMBERSHIP REPRESENTED BY WOMEN,
EXCLUSIVE OF THE DEPARTMENTS OF PHYSICAL EDUCATION (BY TITLE)

Title	Headcount		FTE	
	Number	Percent	Number	Percent
Professor	1.67	2.7%	1.67	2.8%
Associate Professor	1.67	5.0%	1.76	5.1%
Assistant Professor	3.86	9.1%	3.86	9.1%
Instructor	1.05	34.4%	1.05	34.4%
Professional, Scientific, & Specialist	20.28	43.9%	16.11	40.4%
*Lecturer	1.90	48.7%	1.40	51.3%
Total (All titles)	28.53	15.1%	24.36	13.4%

*See note to Table I

Table IV shows the very close correspondence between the level by level percentages of women in Letters and Sciences and in those departments of the School of Education concerned with Administration, Art, and the training of future public educators. We may now say of these revised statistics that as the academic level gets higher, the percentages of women at each level decrease.

A number of special features of the School of Education seem significant. Looking again at the Physical Education departments, in which women at the rank of Professor are concentrated, we find that female Professors in Women's Physical Education make better than \$300 more on the mean average than their male counterparts in the Men's Physical Education departments. On the other hand, the female full Professors who hold appointments in Men's Physical Education average less than do male full Professors in Men's Physical Education, and a comparison of men and women in Women's Physical Education and Men's Physical Education departments reveals that the mean salary for women is lower than for men at all levels other than Professor. See Appendix A.14 and A.16 for exceptions at the Assistant Professor level.

In the Professional, Scientific, and Specialist category, we find a tendency among departments employing both men and women for women to hold the lower paid Specialist positions, only occasionally to hold better paying jobs in lesser administrative positions, and never to hold the high paying directorships of centers, bureaus, and projects. This generally accounts for the large dollar differential between the mean salaries of men and women at the Professional, Scientific, and Specialist level.

Though public school teaching has been traditionally a "woman's field,"* we find that the staffs responsible for training public school teachers at the University of Wisconsin are predominantly male. In the Administration of the School of Education, the Dean, Associate and Assistant Deans, and Assistants to the Dean are men. The sole woman who holds an academic appointment in the Administration is a Specialist. In the department concerned with the provision of teacher training, the Department of Curriculum and Instruction, 9.7% of those holding the positions of Lecturer, Instructor, and above are women.

*1969 Handbook on Women Workers, Women's Bureau, United State Department of Labor, Bulletin 294, p. 96. Note that 86% of all Teachers (elementary school) and 47% of all Teachers (secondary school) are women in the United States.

APPENDIX A

Data for the School of Education

Madison Campus, University of Wisconsin 1969-70

STATUS OF MEN STUDY

Campus Madison
 College or School Education
 Department Administration
 Department Code 2-17-0500

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount		F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female								
Prof.	.50		.50	.50		.50		.50		17182		17182	
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.	2.50		2.50	2.50		2.50		2.50		21600		21600	
Prof. Sci. & Spec.	4.00	1.00	5.00	3.90	.50	4.40	13091	13931	-947	12272	13091	13091	+819
Total	7.00	1.00	8.00	6.90	.50	7.40	13091	16841	+4022				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department ART
 Department Code 2-17-1000

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
33 Prof.	10.25	.50	10.75	9.75	.50	17,464	15,100	-2,364	17,348	17,570	15,100	-2,470	
Assoc. Prof.	11.17		11.17	11.17		12,353			12,357	12,000			
Asst. Prof.	7.00		7.00	7.00		9,979			9,979	10,000			
Instr.													
Admin.													
* Prof. Sci. & Spec.	1.00		1.00	.33		9,090			9,043	9,090			
Total	29.42	.50	29.92	28.25	.50	13,490	15,100	+1,610	13,518				

* Lecturer only

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department CLINICAL EXP. FOR TEACHERS
 Department Code 2-17-1200

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
34 Prof.												
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	4.00		4.00	3.55		3.55		8,568	7,773			
Total	4.00		4.00	3.55	8,568	8,568		8,568				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department COUNS. & GUIDANCE
 Department Code 2-17-1600

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	5.00		5.00	5.00		5.00	18,654		18,654		19,000		
Assoc. Prof.	1.00		1.00	1.00		1.00	15,170		15,170		15,170		
Asst. Prof.	1.00		1.00	1.00		1.00	12,069		12,069		12,069		
Instr.													
Admin.													
* Prof. Sci. & Spec.	1.00	4.00	5.00	1.00	2.00	3.00	10,300	6,725	7,917	-3,575	10,300	6,600	-3,700
Total	8.00	4.00	12.00	8.00	2.00	10.00	17,351	6,725	14,425	-10,626			

* Prof. Sci. & Spec.

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department CURR. & INST.
 Department Code 2-17-2000

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.	14.98	.17	15.15	14.98	.17	15.15		18,389	17,400	- 989		18,378
Assoc. Prof.	7.36	.67	8.03	7.36	.67	8.03		13,459	12,060	-1,399		13,350
Asst. Prof.	10.65	1.53	12.18	10.65	1.53	12.18		12,029	10,857	-1,172		11,882
Instr.	1.00	1.05	2.05	1.00	1.05	2.05		8,000	9,007	+1,007		8,516
Admin.												
Prof. Sci. & Spec.	1.50	.40	1.90	1.50	.40	1.90		10,373	10,500	+ 127		10,400
Total	35.49	3.82	39.31	35.49	3.82	39.31		14,826	10,752	-4,074		14,438

*Lecturers .50 .40 .90 .50 .40 .90

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department ED. ADMINISTRATION
 Department Code 2-17-2300

RANK	NUMBER						AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
67 Prof.	11.00	1.00	12.00	11.00	1.00	12.00	19,935	17,260	-2,675	19,570	18,704	17,260	-1,444		
Assoc. Prof.	2.00		2.00	2.00		2.00	16,175			16,175	13,850				
Asst. Prof.	4.00		4.00	4.00		4.00	12,665			12,665	12,000				
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	17.00	1.00	18.00	17.00	1.00	18.00	17,682	17,260	- 422	17,658					

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department ED POLICY STUDIES
 Department Code 2-17-2700

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	5.10		5.10	5.10		5.10	19,834		19,834		18,125				
Assoc. Prof.	1.40		1.40	1.40		1.40	13,120		13,120		13,645				
Asst. Prof.	1.67	1.33	3.00	1.67	1.33	3.00	11,088	12,564	11,743	+1,476	10,950	12,040	+1,090		
Instr.	1.00		1.00	1.00		1.00	10,650		10,650		10,650				
Admin.															
Prof. Sci. & Spec.	1.00		1.00	.67		.67	9,552		9,552		9,552				
Total	10.17	1.33	11.50	9.84	1.33	11.17	15,761	12,564	15,380	-3,197					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department ED PSYCHOLOGY
 Department Code 2-17-3000

	HEADCOUNT				F.T.E.				AVERAGE SALARY				MEDIAN			
	Male		Female		Total		Male		Female		Total		Male		Female	
Prof.	5.85				5.85		5.85				20,218		18,350			
Assoc. Prof.	2.00	1.00			3.00	1.00	2.00				13,407	13,870	13,400	13,870	+	470
Asst. Prof.	7.00				7.00		7.00				11,633		11,500			
Instr.																
Admin.																
*Prof. Sci. & Spec.			1.50		1.50						9,699				10,742	
Total	14.85	2.50			17.35	2.50	14.85				15,254	11,368	14,694			

*Lecturer .50 .50 .50

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department INSTRUCT. MATERIALS CENTER
 Department Code 2-17-4300

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
70															
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.		2.50	2.50		2.50	2.50		2.50	2.50		9,058		7,658		
Total		2.50	2.50		2.50	2.50		2.50	2.50		9,058				

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department INSTR. RES. LABS.

Department Code 2-17-4600

A-10

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
71 Prof.														
Assoc. Prof.	1.00		1.00	1.00		16,810		16,810			16,810			
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	5.42	3.38	8.80	5.42	2.71	13,556	6,365	11,159	-7,191	13,377	6,448		-6,929	
Total	6.42	3.38	9.80	6.42	2.71	14,056	6,365	11,778	-7,691					

STATUS OF MEN STUDY

Campus MADISON
 College or School EDUCATION
 Department MOTOR LEARNING RES. LAB.
 Department Code 2-17-5000

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
72 Prof.												
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.		.50	.50		.50			13,128			13,128	
Total		.50	.50		.50			13,128				13,128

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department NIELSON TENNIS STADIUM
 Department Code 2-17-5200

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
23 Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	.45		.45	.45	.45	8,918			8,918	8,918			
Total	.45		.45	.45	.45	8,918			8,918	8,918			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department PHY. ED. MEN (PROF)
 Department Code 2-17-5500

A-13

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	4.72	1.75	6.47	4.72	1.75	16,678	15,239	16,289	-1,439	16,977	15,059	-1,918
Assoc. Prof.	1.97		1.97	1.97		13,398		13,398		13,220		
Asst. Prof.	1.01		1.01	1.01		12,601		12,601		9,851		
Instr.	.26		.26	.26		6,648		6,648		6,648		
Admin.												
Prof. Sci. & Spec.	1.96		1.96	1.88		13,451		13,451		14,768		
Total	9.92	1.75	11.67	9.84	1.75	14,721	15,239	14,799	+ 518			

STATUS OF WOMEN STUDY

Campus MADISON EDUCATION
 College or School _____
 Department PHY ED MEN (BASIC)
 Department Code 2-17-5900

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
25 Prof.	1.00		1.00	1.00		15,000			15,000	15,000				
Assoc. Prof.	1.50		1.50	1.50		13,303			13,303	13,240				
Asst. Prof.	4.52		4.52	4.52		11,016			11,016	10,508				
Instr.	1.00		1.00	.75		10,000			10,000	10,000				
Admin.														
Prof. Sci. & Spec.	2.38		2.38	2.38		14,970			14,970	15,055				
Total	10.40		10.40	10.15		12,599			12,599					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department INTRAMURAL RECREATION PROG.
 Department Code 2-17-6000

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total					
Prof.	.12		.12	.12		.12	15,055		15,055		15,055
Assoc. Prof.											
Asst. Prof.											
Instr.											
Admin.											
Prof. Sci. & Spec.											
Total	.12		.12	.12		.12	15,055		15,055		15,055

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department PHY ED WOMEN (PROF)

Department Code 2-17-6300

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
Prof.		4.45	4.45		4.45		16,899	16,899		16,899		16,365		
Assoc. Prof.		2.60	2.60		2.60		12,709	12,709		12,709		12,661		
Asst. Prof.	2.53	1.94	4.47	2.53	1.94	11,359	11,661	11,490	+ 302	11,490	10,828	10,428	- 400	
Instr.														
Admin.														
Prof. Sci. & Spec.		2.57	2.57		2.57		8,750	8,750		8,750		8,125		
Total	2.53	11.56	14.09	2.53	11.56	11,359	13,021	12,925	+1,662	12,925				

* All Lecturers

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department R & D CENTER
 Department Code 2-17-7500

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	1.25		1.25	1.25		20,940		20,940		12,300		
Assoc. 78 Prof.	2.83		2.83	2.33		13,572		13,572		13,400		
Asst. Prof.	2.17		2.17	2.17		12,226		12,226		12,330		
Instr.												
Admin.												
*Prof. Sci. & Spec.	4.00	1.00	5.00	3.42	1.00	15,326	13,009	14,802	-2,317	13,418	13,009	- 409
Total	10.25	1.00	11.25	9.17	1.00	14,912	13,009	14,725	-1,903			
*Lecturer	.50		.50	.50								

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department STUDIES IN BEHAV. DISAB.
 Department Code 2-17-7800

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	5.50		5.50	5.50		5.50	17,610		17,610		17,285		
Assoc. Prof.	3.00		3.00	3.00		3.00	14,063		14,063		13,680		
Asst. Prof.	5.00	1.00	6.00	5.00	1.00	6.00	11,485	11,175	11,433	- 310	11,225	11,175	- 258
Instr.													
Admin.													
*Prof. Sci. & Spec.	2.00	3.00	5.00	2.00	2.50	4.50	14,250	11,149	12,527	-3,101	14,250	11,000	-3,250
Total	15.50	4.00	19.50	15.50	3.50	19.00	14,514	11,157	13,896	-3,357			

*Lecturer 1.00 1.00 .50 .50

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department ED. PLACEMENT BUREAU
 Department Code 2-17-8000

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00	3.00	4.00	1.00	2.50	3.50	13,582	7,122	-6,460	8,967	13,582	6,938	-6,644		
Total	1.00	3.00	4.00	1.00	2.50	3.50	13,582	7,122	-6,460	8,967					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School EDUCATION
 Department WIS. IMPROV. PROG.
 Department Code 2-17-9550

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif. Total
Prof.	Male	Female	Total	Male	Female	Total					
Assoc. Prof.											
Asst. Prof.											
Instr.											
Admin.											
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00		11,864	11,864		
Total	1.00		1.00	1.00		1.00		11,864	11,864		

STATUS OF WOMEN STUDY

Campus MADISON

College or School EDUCATION

Department TOTALS

Department Code 2-17

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	65.27	8.67	73.94	64.77	8.67	18,573	16,500	-2,073	18,328				
Assoc. Prof.	35.23	5.17	40.40	34.73	5.17	13,436	12,770	- 666	13,350				
Asst. Prof.	47.42	6.86	54.28	47.42	6.86	11,483	11,477	- 6	11,482				
Instr.	3.26	1.05	4.31	3.01	1.05	9,265	9,007	- 258	9,199				
Admin.	2.50		2.50	2.50		21,895			21,895				
* Prof. Sci. & Spec.	30.71	25.38	56.09	28.50	21.21	12,807	8,794	-4,013	11,095				
Total	184.39	47.13	231.52	180.93	42.96	14,807	10,860	-3,947	14,050				

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*Total Lecturers 2.00 7.00 9.00 1.33 6.50 7.85

V. COLLEGE OF ENGINEERING

In the College of Engineering, women are employed in four of the 15 departments. No woman is employed as a Professor, Associate Professor, Instructor, Lecturer, nor does any hold the title of Administration, and the one woman with the rank of Assistant Professor is in the department of Administration. Of the six (headcount) women at the Professional, Scientific, and Specialist level, four work in the Library, one works in Administration, and one has a .50 appointment in the Engineering Experiment Station and a .50 appointment in the Foreign Programs Department.

See Appendix A for the data sheets. General statistics are tabulated below.

TABLE I

PERCENT OF TOTAL COLLEGE MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: College of Engineering

University of Wisconsin

1969-70

Title	Percent Women are of Total Membership	
	Headcount	F.T.E.
Professor	0%	0%
Associate Professor	0%	0%
Assistant Professor	2.7%	2.0%
Instructor	0%	0%
Administration	0%	0%
Professional, Scientific, & Specialist	15.7%	12.4%
Total for Engineering (All titles)	3.7%	2.7%

TABLE II
NUMBER OF WOMEN (BY TITLE)
Madison: College of Engineering
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	0	0
Associate Professor	0	0
Assistant Professor	1.00	.75
Instructor	0	0
Administration	0	0
Professional, Scientific, and Specialist	6.00	4.25
Total (all titles)	7.00	5.00

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Madison: College of Engineering
University of Wisconsin
1969-70

Title	Dollar Differential
Assistant Professor	-57
Professional, Scientific, and Specialist	-4112

Citing the United States Department of Labor's 1965 Handbook on Women Workers as her source of information, Caroline Bird states, "Engineering is the American Profession with the fewest women."* This situation seems to be reflected in the fact that the College of Engineering employs no woman outside the Professional, Scientific, and Specialist category except for a single Assistant Professor in the Administration.

*Born Female, New York, 1968, p. 76.

APPENDIX A

Data for the College of Engineering

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department ADMINISTRATION
 Department Code 2-19-0500

A-1

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.		1.00	1.00		.75	.75		12,060		12,060		12,060		
Instr.														
Admin.	3.32		3.32	3.32		3.32	19,869			19,869	17,141			
Prof. Sci. & Spec.	2.42	1.00	3.42	2.42	.58	3.00	11,427	10,227	-1,200	11,195	10,964	10,227	-737	
Total	5.74	2.00	7.74	5.74	1.33	7.07	16,310	11,261	-5,049	15,360				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department CHEM. ENGINEERING
 Department Code 2-19-1200

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Total								
Prof.	9.83		9.83	9.83	9.83		9.83		19,627		19,627	
Assoc. Prof.	2.00		2.00	2.00	2.00		2.00		14,628		14,628	
Asst. Prof.	4.00		4.00	4.00	4.00		4.00		12,564		12,564	
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	15.83		15.83	15.83	15.83		15.83		17,211		17,211	

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department CIVIL ENGINEERING
 Department Code 2-19-1500

A-3

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof. 89	10.48		10.48	10.48		10.48		19,768	20,245			
Assoc. Prof.	7.68		7.68	7.68		7.68		13,715	13,645			
Asst. Prof.	5.00		5.00	5.00		5.00		12,252	12,030			
Instr.	1.00		1.00	1.00		1.00		7,400	7,400			
Admin.												
Prof. Sci. & Spec.												
Total	24.16		24.16	24.16	15,773			15,773				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department ELECTRICAL ENG.
 Department Code 2-19-2500

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F. S.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	18.27		18.27	18.18		18.18		18.18		18,237		18,237
Assoc. Prof.	7.88		7.88	7.88		7.88		7.88		14,071		14,071
Asst. Prof.	6.26		6.26	6.26		6.26		6.26		12,093		12,093
Instr.												
Admin.												
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00		1.00		7,635		7,635
Total	33.41		33.41	33.32		33.32		33.32		15,776		15,776

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department INSTRUM. SYST. CTR.
 Department Code 2-19-3000

A-5

RANK	NUMBER						AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.00		1.00	1.00		1.00	18,335				18,335	18,335		
Assoc. Prof.														
Asst. Prof.	.50		.50	.50		.50	13,000				13,000	13,000		
Instr.														
Admin.														
Prof. Sci. & Spec.	5.92		5.92	5.92	5.92	5.92	12,733				12,733	12,273		
Total	7.42		7.42	7.42	7.42	7.42	13,524				13,524			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department ENG. GRAPHICS
 Department Code 2-19-3200

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.	.27		.27	.27		17,190			17,190	17,190				
Assoc. Prof.	3.00		3.00	3.00		13,730			13,730	13,910				
Asst. Prof.	2.00		2.00	2.00		11,755			11,755	11,755				
Instr.	1.00		1.00	1.00		7,500			7,500	7,500				
Admin.														
Prof. Sci. & Spec.	1.00		1.00	1.00		11,500			11,500	11,500				
Total	7.27		7.27	7.27		12,151								

A-6

* All lecturers.

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department ENGR. EXPER. STA.
 Department Code 2-19-3500

A-7

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Total								
Prof.	1.87		1.87	1.87	21,514			21,514	20,504			
Assoc. Prof.	.45		.45	.45	13,813			13,813	13,790			
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	7.17	.50	7.67	7.67	15,041	5,973	-9,068	14,450	12,273	5,973	-6,300	
Total	9.49	.50	9.99	9.99	16,258	5,973	-10,285	15,743				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department FOREIGN PROGRAMS
 Department Code 2-19-4200

A-8

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00	.50	1.50	1.00	.50	1.50	14,105	5,973	-8,132	11,395	14,105	5,973	-8,132		
Total	1.00	.50	1.50	1.00	.50	1.50	14,105	5,973	-8,132	11,395					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department HYB COMP. CTR.
 Department Code 2-19-4600

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.	.24		.24	.24		.24	12,300				12,300	12,300			
Instr.															
Admin.															
Prof. Sci. & Spec.	1.20		1.20	1.20	1.20	1.20	12,295				12,295	16,855			
Total	1.44		1.44	1.44	1.44	1.44	12,295				12,295				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department INDUSTRIAL ENG.
 Department Code 2-19-5000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	2.00		2.00	2.00		2.00	17,751				17,751			
Assoc. Prof.	1.00		1.00	1.00		1.00	13,600				13,600			
Asst. Prof.	2.50		2.50	2.50		2.50	12,332				12,332			
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	5.50		5.50	5.50		5.50	14,533				14,533			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department LIBRARY
 Department Code 2-19-5500

A-11

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	2.50	4.00	6.50	1.50	2.67	4.17	9,456	7,497	-1,959	8,202	6,900	6,638			
Total	2.50	4.00	6.50	1.50	2.67	4.17	9,456	7,497	-1,959	8,202					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department MECHANICAL ENG.
 Department Code 2-19-6200

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Total							
Prof. 98	15.00		15.00	14.67	18,905		18,905		18,500		
Assoc. Prof.	5.80		5.80	5.80	13,906		13,906		14,005		
Asst. Prof.	9.50		9.50	9.50	12,033		12,033		12,000		
Instr.											
Admin.											
* Prof. Sci. & Spec.	5.00		5.00	3.85	8,455		8,455		8,360		
Total	35.30		35.30	33.82	14,928		14,928				
*Lecturers	4.00		4.00	2.85							

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department ENG. MECHANICS
 Department Code 2-19-7000

A-13

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	6.94		6.94	6.94		6.94	19,018		19,018		18,855		
Assoc. Prof.	2.67		2.67	2.67		2.67	13,490		13,490		13,565		
Asst. Prof.	2.00		2.00	2.00		2.00	11,750		11,750		11,750		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	11.61		11.61	11.61		11.61	16,489		16,489				

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department MIN. & METALS ENG.

Department Code 2-19-7500

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	6.00		6.00	6.00		18,331			18,331	18,450			
Assoc. Prof.	3.00		3.00	3.00		13,727			13,727	13,950			
Asst. Prof.	3.50		3.50	3.50		11,817			11,817	11,990			
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	12.50		12.50	12.50		15,402			15,402				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department NUCLEAR ENG.
 Department Code 2-19-8000

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.00		2.00	2.00		2.00	18,974		18,974		18,974		
Assoc. Prof.	3.00		3.00	3.00		3.00	14,283		14,283		14,073		
Asst. Prof.	1.00		1.00	1.00		1.00	12,031		12,031		12,031		
Instr.													
Admin.													
Prof. Sci. & Spec.	5.00		5.00	5.00		5.00	8,150		8,150		8,104		
Total	11.00		11.00	11.00		11.00	12,143		12,143				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School ENGINEERING
 Department TOTALS
 Department Code 2-19

A-16

RANK	NUMBER						AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Total		Female	Male	Female	Total									
	Male	Female													
Prof.	73.66		73.66	73.24		73.24	18,946								
Assoc. Prof.	36.48		36.48	36.48		36.48	13,903								
Asst. Prof.	36.50	1.00	37.50	36.50	.75	37.25	12,117	12,060	- 57	12,115					
Instr.	2.00		2.00	2.00		2.00	7,450								
Admin.	3.32		3.32	3.32		3.32	19,869								
*Prof. Sci. & Spec.	32.21	6.00	38.21	30.06	4.25	34.31	11,626	7,514	-4,112	11,117					
Total	184.17	7.00	191.17	181.60	5.00	186.60	15,221	8,196	-7,025	15,033					

*Lecturers

VI. GRADUATE SCHOOL

Women are employed in 12 of the 24 divisions of the Graduate School (above the Professional, Scientific, and Specialist level in four of the 24 divisions). Twelve divisions employ men only; no divisions employ women only.

An appendix contains the data sheets. Summaries are tabulated below.

TABLE I

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Graduate School

1969-70

Title	Percent Women are of Total Membership	
	Headcount	FTE
Professor	3.2%	3.9%
Associate Professor	3.2%	3.4%
Assistant Professor	1.4%	1.6%
Administration	.0%	.0%
Professional, Scientific, and Specialist	27.2%	26.3%
Total for Graduate School (All titles)	19.6%	19.9%

TABLE II
 NUMBER OF WOMEN (BY TITLE)
 Madison: Graduate School
 1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	1.50	1.50
Associate Professor	.50	.50
Assistant Professor	.33	.33
Administration	.0	.0
Professional, Scientific, and Specialist	55.41	51.89
Total for Graduate School (All titles)	57.74	54.22

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 Madison: Graduate School
 1969-70

Title	Dollar Differential
Professor	-2,262
Associate Professor	+1,390
Assistant Professor	- 693
Professional, Scientific, and Specialist	-3,072

Women are well represented at the lowest level but represented at the professorial ranks by so small a sample that it is hard to draw any conclusions about patterns or trends. The largest sample is at the rank of Professor (three salaries are represented in the mean average in Appendix A.69) and the dollar differential at that rank is significantly unfavorable to women; yet even this statistic does not lead to any obvious conclusion, since it represents four departments of 63 and four divisions of 24. What is clear is that women are not well represented in the professorial ranks.

A number of other patterns emerge in an examination of the data. All employees with the title of Administration in the Administration are men (5.14--headcount). All employees in the Professional, Scientific, and Specialist category are Specialists and women (9.00--headcount). In the Graduate School, the general case is that when men and women both hold Professional, Scientific, and Specialist titles, women hold the lower paying Specialist and Administrative positions while men hold the higher paying Specialist and top Administrative positions. For one example, in the Enzyme Institute, the single Professional, Scientific, and Specialist level man is the Director; the single woman in the same academic category is the Assistant Director. At the University Press, women hold twice as many positions as men, yet the Director and Assistant Director are men. One exceptional case is worth noting: in the Special Journals Department of the University Press, the only employees with academic titles are two Specialists, a man and a woman. The woman earns well over twice the salary of the man.

APPENDIX A

Data for the Graduate School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE SCHOOL
 Department ADMINISTRATION
 Department Code 2-34-0200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.	5.14		5.14	5.14		5.14	18,146				18,146	20,950		
Prof. Sci. & Spec.		9.00	9.00		7.00	7.00		6,564			6,564		6,480	
Total	5.14	9.00	14.14	5.14	7.00	12.14	18,146	6,564	-11,582	11,468				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE SCHOOL

Department GEN ED ADM STU AFFAIRS

Department Code 2-34-0300

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof. 108															
Assoc. Prof.	.05		.05	.05		.05	15,136				15,136	15,136			
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.05		.05	.05		.05	15,136				15,136				15,136

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AGR. & LIFE SCI. BACT.
 Department Code 2-34-0418

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	.06		.06		.06		22,664				22,664				
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.06		.06		.06		22,664				22,664				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AG. LIFE SCI_ BIOCHEM
 Department Code 2-34-0421

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.08		.08	.08		.08	24,546				24,546	24,545		
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.08		.08	.08		.08	24,546				24,546			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department AG & LIFE SCI. WLIFE ECOL.

Department Code 2-34-0477

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	.22		.22	.22		.22	18,982				18,982				
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.22		.22	.22		.22	18,982				18,982				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AGR. & LIFE SCI. SOILS
 Department Code 2-34-0486

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	.17		.17	.17		.17	20,700				20,700				
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.17		.17	.17		.17	20,700				20,700				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department AGR. & LIFE SCI. TOTALS
 Department Code 2-34-04

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.	.53		.53	.53		.53		20,790	21,682			
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.53		.53	.53		.53		20,790	21,682			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department CENTER SYSTEM MARATHON
 Department Code 2-34-10

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.												
114 Assoc. Prof.	.09		.09	.09		.09		13,800	13,800			
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.09		.09	.09	13,800			13,800				13,800

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department EDUCATION ART
 Department Code 2-34-1710

A-9

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	.50	.50	1.00	.50	.50	1.00	15,900	15,100	15,500	- 800	15,900	15,100	-800
Assoc. Prof.	.50		.50	.50		.50	13,200		13,200		13,200		
Asst. Prof.	1.00		1.00	.33	.33	.33	11,150		11,150		11,150		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	2.00	.50	2.50	1.33	.50	1.83	13,684	15,100	14,087	+1,416			

STATUS OF MEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ED. CURR. & INST.
 Department Code 2-34-1720

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.50		.50	.50		.50	20,520				20,520			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.50		.50	.50		.50	20,520				20,520			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department EDUCATION ED. POL. STUDIES
 Department Code 2-34-1727

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.50		.50	.50		15,050			15,050	15,050			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.50		.50	.50		15,050			15,050	15,050			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department EDUCATION TOTALS
 Department Code 2-34-17

RANK	NUMBER					AVERAGE SALARY					MEDIAN				
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female										
Prof.	1.50	.50	2.00	1.50	.50	17,157	15,100	16,643	-2,057	15,900	15,100	-800			
Assoc. Prof.	.50		.50	.50		13,200		13,200		13,200					
Asst. Prof.	1.00		1.00	.33		11,150		11,150		11,150					
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	3.00	.50	3.50	2.33	.50	15,444	15,100	15,394	-344	15,394					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ENG. CHEM ENGR.
 Department Code 2-34-1912

A-13

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.	.17		.17	.17		.17		16,085	16,085			
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.17		.17	.17		.17		16,085	16,085			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ENG. ELEC. ENG.
 Department Code 2-34-1925

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof.	.82		.82	.42		17,485		17,485		17,485	17,485		
Assoc. Prof.	1.00		1.00	.25		15,400		15,400		15,400	15,400		
Asst. Prof.	1.00		1.00	.49		12,035		12,035		12,035	12,035		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	2.82		2.82	1.16		14,733		14,733		14,733			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ENG. IN SYS. CTR.
 Department Code 2-34-1930

A-15

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Total								
Prof.												
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	.76		.76	.76	15,464			15,464	15,464			
Total	.76		.76	.76	15,464			15,464	15,464			

STATUS OF OPEN STUDY

Campus MADISON
 College or School GRADUATE
 Department Engineering Totals
 Department Code 2-34-19

A-16

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	.99		.99	.59		17,081		17,081		16,785		
Asoc. Prof.	1.00		1.00	.25		15,400		15,400		15,400		
Asst. Prof.	1.00		1.00	.49		12,035		12,035		12,035		
Instr.												
Admin.												
Prof. Sci. & Spec.	.76		.76	.76		15,464		15,464		15,464		
Total	3.75		3.75	2.09		15,109		15,109		15,109		

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE SCHOOL
 Department L&S BOTANY
 Department Code 2-34-4813

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.													
Asst. Prof.	.50		.50	.50		10,000		10,000		10,000	10,000		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.50		.50	.50		10,000		10,000		10,000			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S CHEMISTRY
 Department Code 2-34-4815

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 24	1.00		1.00	.50		.50	22,100				22,100			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00		1.00	.50		.50	22,100				22,100			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S COMPUT. SCI.
 Department Code 2-34-4820

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total					
Prof.	.16		.16	.16		.16	17,700		17,700		17,700
Assoc. Prof.											
Asst. Prof.											
Instr.											
Admin.											
Prof. Sci. & Spec.											
Total	.16		.16	.16		.16	17,700		17,700		17,700

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S ECONOMICS
 Department Code 2-34-4822

A-20

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	1.51		1.51	1.25		18,800			18,800	18,000			
126													
Assoc. Prof.	.50		.50	.50		15,000			15,000	15,000			
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	2.01		2.01	1.75		17,714			17,714				

STATUS OF MEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S ENGLISH
 Department Code 2-34-4824

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	2.50		2.50	2.00		2.00	19,850				19,850	20,200		
Assoc. Prof.														
Asst. Prof.	.67		.67	.67		.67	10,797				10,797	10,600		
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	3.17		3.17	2.67		2.67	17,578				17,578			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S FR. & ITAL.

Department Code 2-34-4826

A-22

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.	.50		.50	.50		.50		18,000	18,000			
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.50		.50	.50		.50		18,000	18,000			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S GEOGRAPHY
 Department Code 2-34-4829

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	.08		.08	.08		.08	18,000				18,000				
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.08		.08	.08		.08	18,000				18,000				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S GEOL & GEOPH
 Department Code 2-34-4832

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	.25		.25	.25		.25	15,200				15,200			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.25		.25	.25		.25	15,200				15,200			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S GERMAN

Department Code 2-34-4835

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	.50		.50	.50		.50	12,600				12,600	12,600			
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.50		.50	.50		.50	12,600				12,600	12,600			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S HISTORY
 Department Code 2-34-4838

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.	4.87		4.87	2.45		19,813			19,813	19,250				
Assoc. Prof.	3.79		3.79	2.21		13,552			13,552	13,150				
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	8.66		8.66	4.66		16,862			16,862					

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S MATH.
 Department Code 2-34-4854

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Total								
Prof.	4.25		4.25	2.65	18,736		18,736		17,000			
Assoc. Prof.	1.83		1.83	1.09	13,584		13,584		13,200			
Asst. Prof.	1.50		1.50	.72	12,347		12,347		12,250			
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	7.58		7.58	4.46	16,446		16,446				16,446	

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S MATH RES. C.

Department Code 2-34-4855

A-28

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.18		.18	.18		19,636			19,636	19,636			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.18		.18	.18		19,636			19,636	19,636			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S METEOROL
 Department Code 2-34-4857

A-29

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	.92		.92	.92		20,433		20,433		21,100		
Assoc. Prof.	1.30		1.30	1.30		14,267		14,267		13,900		
Asst. Prof.	.37		.37	.37		12,030		12,030		12,100		
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	2.59		2.59	2.59		16,137		16,137				

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S MUSIC
 Department Code 2-34-4860

A-30

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.26		.26	.13		15,140			15,140	15,140			
136 Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.									-				
Prof. Sci. & Spec.													
Total	.26		.26	.13		15,140				15,140			15,140

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S PHILOSOPHY
 Department Code 2-34-4865

A-31

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Male	Female								
Prof. 137	1.00		1.00		.50		.50		17,000		17,000	
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	1.00		1.00		.50		.50		17,000		17,000	

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S POL SCI.

Department Code 2-34-4872

A-32

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.	.50		.50	.50		17,400			17,400	17,400				
Assoc. Prof.	1.00		1.00	50		15,000			15,000	15,000				
Asst. Prof.	2.11		2.11	72		12,304			12,304	12,200				
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	3.61		3.61	1.72		14,569			14,569					

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STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S PSYCHOLOGY
 Department Code 2-34-4874

A-33

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	1.00		1.00	1.00		1.00	17,650				17,650	17,650			
Assoc. Prof.	1.00		1.00	1.00		1.00	14,500				14,500	14,500			
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.		.50	.50		.50	.50		13,870			13,870		13,870		
Total	2.00	.50	2.50	2.00	.50	2.50	16,075	13,870	-2,205	15,634					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S SCAND. STU.
 Department Code 2-34-4878

A-34

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof. 140	.50		.50	.50		19,000			19,000	19,000			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.50		.50	.50		19,000			19,000				

STATUS OF MEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S SLAV. LANG.

Department Code 2-34-4880

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.		.50	.50		.50		.50		18,400		18,400		18,400
141 Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total		.50	.50		.50		.50		18,400		18,400		18,400

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S SOCIAL WORK
 Department Code 2-34-4882

A-36

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof. 142	.50		.50	.50		.50		23,200	23,200			
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.50		.50	.50		.50		23,200	23,200			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S SOCIOLOGY

Department Code 2-34-4883

A-37

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
														Total
Prof.	.25		.25	.25		22,300			22,300					
Assoc. Prof.	.69		.69	.50		14,000			14,000	14,000				
Asst. Prof.	.23		.23	.23		11,278			11,278	11,350				
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.17		1.17	.98		15,479			15,479					15,479

STATUS OF WC STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S SP. & PORT.
 Department Code 2-34-4885

A-38

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.16		.16		.16	15,325			15,325	15,325			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.16		.16		.16	15,325			15,325	15,325			

A-38

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S SPEECH
 Department Code 2-34-4887

A-39

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof. 145	1.71		1.71	1.12		16,393			16,393	16,485		
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	1.71		1.71	1.12		16,393			16,393			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S STATISTICS
 Department Code 2-34-4890

A-40

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
146 Assoc. Prof.	.33		.33	.33		15,000			15,000	15,000			
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.33		.33	.33		15,000			15,000	15,000			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department L&S URB. & REG. PL.

Department Code 2-34-4894

A-41

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof. 147	.04		.04	.04		.04	23,421				23,421				
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	.04		.04	.04		.04	23,421				23,421				

STATUS OF OPEN STUDY

Campus MADISON
 College or School GRADUATE
 Department L&S ZOOLOGY
 Department Code 2-34-4897

A-42

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof. 148	.50		.50	.50		.50		20,400	20,400			
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.												
Total	.50		.50	.50		.50		20,400	20,400			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department LETTERS & SCIENCES TOTALS

Department Code 2-34-48

A-43

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	22.64	.50	23.14	16.14	.50	16.64	19,063	18,400	19,043	-663	18,400	+400	
Assoc. Prof.	10.94		10.94	7.93		7.93	13,992		13,992		13,900		
Asst. Prof.	5.38		5.38	3.21		3.21	11,528		11,528		11,950		
Instr.													
Admin.													
Prof. Sci. & Spec.		.50	.50		.50	.50		13,870	13,870			13,870	
Total	38.96	1.00	39.96	27.28	1.00	28.28	16,702	16,135	16,682	-567			

STATUS OF OPEN STUDY

Campus MADISON

College or School GRAD.

Department MEDICAL PATHOLOGY

Department Code 2-34-53

A-44

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	1.00		1.00	.44		17,644			17,644	17,644			
150 Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	1.00		1.00	.44		17,644			17,644	17,644			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department BIOPHYSICS - GENERAL
 Department Code 2-34-7300

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	2.00		2.00	2.00		2.00	19,070				19,070	19,391		
Assoc. Prof.	1.48		1.48	1.48		1.48	14,021				14,021	14,526		
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	1.25		1.25	1.25		1.25	12,201				12,201	11,479		
Total	4.73		4.73	4.73		4.73	15,675				15,675			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department BIOTRON

Department Code 2-34-7400

A-46

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
152													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	2.67	1.00	3.67	2.67	1.00	13,827	7,036	-6,791	11,997	11,864	7,036	-4,828	
Total	2.67	1.00	3.67	2.67	1.00	13,827	7,036	-6,791	11,997				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department COMP. CENTER

Department Code 2-34-7800

A-47

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	1.00		1.00	1.00		18,955			18,955	18,700			
153													
Assoc. Prof.	.50		.50	.50		17,900			17,900	17,900			
Asst. Prof.	1.49		1.49	1.49		12,748			12,748	12,788			
Instr.													
Admin.													
Prof. Sci. & Spec.	75.00	20.00	95.00	75.00	19.75	9,354	7,495	-1,858	8,967	8,836	7,475	-1,361	
Total	77.99	20.00	97.99	77.99	19.75	9,598	7,495	-2,103	9,172				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department ENZYME INSTITUTE
 Department Code 2-34-8100

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	4.51		4.51	4.51		4.51	25,346				25,346	24,955		
Assoc. Prof.														
Asst. Prof.	8.00		8.00	8.00		8.00	10,594				10,594	10,309		
Instr.														
Admin.														
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00	13,549	10,000	-3,549	11,774	13,549	10,000	-3,549	
Total	13.51	1.00	14.51	13.51	1.00	14.51	15,737	10,000	-5,737	15,342				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department MARINE STUDIES CENTER

Department Code 2-34-8300

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof. 155	2.00		2.00	1.50		20,033			20,033	20,000			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	2.00		2.00	2.00		8,591			8,591	8,591			
Total	4.00		4.00	3.50		13,495			13,495				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department HUMANITIES INST. FOR RES.
 Department Code 2-34-8400

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 156	.72		.72	.72		.72	22,991				22,991			
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	2.00		2.00	2.00		2.00	9,500				9,500			
Total	2.72		2.72	2.72		2.72	13,071				13,071			

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department MOLECULAR BIOL.

Department Code 2-34-8600

A-51

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.90		.90	.90		22,664			22,664	22,664			
Assoc. Prof.													
Asst. Prof.	3.18		3.18	3.18		13,218			13,218	12,866			
Instr.													
Admin.													
Prof. Sci. & Spec.	.75		.75	.75		10,276			10,276	10,276			
Total	4.83		4.83	4.83		14,521			14,521				

Prof. 158

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department PHYS. SCI. GENERAL
 Department Code 2-34-8900

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	8.48		8.48	7.98	7.98	12,416			12,416	14,114			
Total	8.48		8.48	7.98	7.98	12,416			12,416				

STATUS OF MEN STUDY

Campus MADISON

College or School GRADUATE

Department PHY SCI COMP CTR

Department Code 2-34-8910

RANK	NUMBER						AVERAGE SALARY				MEDIAN					
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total										
Prof.																
Assoc. Prof.																
Asst. Prof.																
Instr.																
Admin.																
Prof. Sci. & Spec.	2.00		2.00	2.00	2.00	2.00						10,268	10,268			
Total	2.00		2.00	2.00	2.00	2.00						10,268	10,268			

Campus MADISON

College or School GRADUATE

Department phys sci shops

Department Code 2-34-8970

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
161 Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	8.25		8.25	8.25		8.25	11,481				11,481	10,882			
Total	8.25		8.25	8.25		8.25	11,481				11,481				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department PHYSICAL SCIENCE TOTALS
 Department Code 2-34-89

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	18.73		18.73	18.23		18.23	11,757				11,757				
Total	18.73		18.73	18.23		18.23	11,757				11,757				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department RES. ANIMAL RESOURCE PROG.
 Department Code 2-34-9000

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00		1.00		10,685	10,685		
Total	1.00		1.00	1.00		1.00		1.00		10,685			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SPACE SCI. & ENG. CENTER
 Department Code 2-34-9100

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	.62		.62	.62		18,363		18,363		18,953		
Assoc. Prof.	.17		.17	.17		12,200		12,200		12,200		
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	18.34	1.00	19.34	17.74	.25	11,453	9,818	11,431	-1,635	10,636	9,818	-818
Total	19.13	1.00	20.13	18.53	.25	11,689	9,818	11,667	-1,871			

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SURVEY RES. LAB.
 Department Code 2-34-9200

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	.29		.29	.29		19,145		19,145		19,145		
Assoc. Prof.												
Asst. Prof.												
Instr.												
Admin.												
Prof. Sci. & Spec.	.58		.58	.58		9,818		9,818		9,818		
Total	.87		.87	.87		12,927		12,927				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SPEC. PROFESSORS STEENBOCK
 Department Code 2-34-9370

A-60

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									Total
Prof.	1.00		1.00	1.00		20,455			20,455	20,455				
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00		1.00	1.00		20,455			20,455	20,455				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE

Department SPEC. PROFS. U. HOUSES

Department Code 2-34-9390

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.00	.50	1.50	1.00	.50	1.50	26,400	20,400	-6,000	24,400	26,400	20,400	-6,000	24,400
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00	.50	1.50	1.00	.50	1.50	26,400	20,400	-6,000	24,400	26,400	20,400	-6,000	24,400

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SPEC. PROF. WARF PROF.
 Department Code 2-34-9395

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.50		1.50	1.14		1.14	23,199		23,199		23,542		
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	1.50		1.50	1.14		1.14	23,199		23,199				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department SPECIAL PROFESSORS TOTALS
 Department Code 2-34-93

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	3.50	.50	4.00	3.14	.50	3.64	23,344	20,400	-2,944	22,940	25,000	20,400	-4,600	
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	3.50	.50	4.00	3.14	.50	3.64	23,344	20,400	-2,944	22,940				

STATUS COMPARISON STUDY

Campus MADISON

College or School GRADUATE

Department WATER RESOURCES

Department Code 2-34-9400

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female								
Prof.	.58		.58	.42		17,714		17,714		18,450		17,714	
Assoc. Prof.	.33		.33	.33		12,000		12,000		12,000		12,000	
Asst. Prof.	1.17		1.17	1.17		11,352		11,352		11,600		11,352	
Instr.													
Admin.													
Prof. Sci. & Spec.	10.14	3.00	13.14	8.70	3.00	11,339	6,777	10,169	-4,562	11,291	6,413	10,169	-4,878
Total	12.22	3.00	15.22	10.62	3.00	11,603	6,777	10,540	-4,826				

STATUS OF TEN STUDY

Campus MADISON

College or School GRADUATE

Department U. INDUSTRY RES. PROG.

Department Code 2-34-9500

A-65

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	2.50		2.50	2.50		2.50	18,568				18,568	18,000		
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.	2.50	.91	3.41	2.50	.91	3.41	12,450	8,223	-4,227	11,322	13,787	8,223	-5,564	
Total	5.00	.91	5.91	5.00	.91	5.91	15,509	8,223	-7,286	14,387				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department U.W. PRESS
 Department Code 2-34-9700

A-66

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	8.00	18.00	26.00	8.00	17.63	25.63	10,609	6,924	-3,685	8,074	10,068	6,177	-3,891		
Total	8.00	18.00	26.00	8.00	17.63	25.63	10,609	6,924	-3,685	8,074					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School GRADUATE
 Department UW PRESS SPEC. JOUR.
 Department Code 2-34-9750

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.85	1.85	4,745	10,955	+6,210	7,599	4,745	10,955	+6,210		
Total	1.00	1.00	2.00	1.00	.85	1.85	4,745	10,955	+6,210	7,599					

STATUS OF OPEN STUDY

Campus MADISON

College or School GRADUATE

Department uw press totals

Department Code 2-34-97

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
1174 Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	9.00	19.00	28.00	9.00	18.48	27.48	7,093	-2,864	8,042	9,614	6,177	-3,437	
Total	9.00	19.00	28.00	9.00	18.48	27.48	7,093	-2,864	8,042				

STATUS OF WOMEN STUDY

Campus MADISON

College or School GRADUATE SCHOOL

Department TOTALS

Department Code 2-34

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total									
Prof.	45.28	1.50	46.78	36.80	1.50	38.30	20,229	17,967	20,140	-2,262	20,140				
Assoc. Prof.	15.06	.50	15.56	11.30	.50	11.80	14,074	15,464	14,133	+1,390	14,133				
Asst. Prof.	23.22	.33	23.55	19.87	.33	20.20	11,493	10,800	11,484	- 693	11,484				
Instr.															
Admin.	5.14		5.14	5.14		5.14	18,146		18,146		18,146				
Prof. Sci. & Spec.	148.22	55.41	203.63	145.68	51.89	197.57	10,388	7,316	9,581	-3,072	9,581				
Total	236.92	57.74	294.66	218.79	54.22	273.01	12,516	7,708	11,561	-4,808	11,561				

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✓ 1

VII. LAW SCHOOL

Women are represented in both departments of the Law School, but only one holds an appointment higher than Professional, Scientific, and Specialist.

Appendix A contains the data sheets for the Law School. Summaries are tabulated below.

TABLE I
PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Law School
University of Wisconsin
1969-70

Title	Headcount	FTE
Professor	3.6%	2.8%
Associate Professor	0%	0%
Assistant Professor	0%	0%
Instructor	0%	0%
Administration	0%	0%
Professional, Scientific, and Specialist	77.8%	75.5%
Total for Law School (all Titles)	18.2%	16.4%

2

TABLE II
NUMBER OF WOMEN (BY TITLE)
Madison: Law School
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	1.00	.75
Associate Professor	0	0
Assistant Professor	0	0
Instructor	0	0
Administration	0	0
Professional, Scientific, and Specialist	7.00	6.17
Total (All titles)	8.00	6.92

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Madison: Law School
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	-5180
Professional, Scientific, and Specialist	-1859

The Law School sample is too small to reveal any particular trends in salary-differential or title by title distribution. However, we do find that women are in the majority in the lowest level, whereas at the highest professorial rank, there is only one woman among a number of men.

A close look at the Law Library reveals that though women are in the majority among the employees holding academic appointments (five out of seven--headcount), the head of the Library at the highest salary is a man. Also, the highest paid employee with a Specialist title is a man.

APPENDIX A

Data for the Law School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus MADISON
 College or School LAW
 Department GENERAL
 Department Code 2-45-1000

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	27.00	1.00	28.00	26.25	.75	21,080	15,900	-5,180	20,936	20,502	15,900	-4,602	
Assoc. Prof.	2.50		2.50	2.50		14,970			14,970	14,700			
Asst. Prof.	1.50		1.50	1.50		16,233			16,233	16,600			
Instr.	1.00		1.00	1.00		8,509			8,509	8,509			
Admin.	2.00		2.00	2.00		24,083			24,083	24,083			
Prof. Sci. & Spec.		2.00	2.00		2.00		8,137		8,137		8,137		
Total	34.00	3.00	37.00	33.25	2.75	20,205	10,254	-9,951	19,445				

STATUS OF WOMEN STUDY

Campus MADISON
 College or School LAW
 Department LIBRARY
 Department Code 2-45-5000

A-2

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	2.00	5.00	7.00	2.00	4.17	6.17	10,998	6,991	-4,007	7,922	10,998	6,360	-4,638		
Total	2.00	5.00	7.00	2.00	4.17	6.17	10,998	6,991	-4,007	7,922					

STATUS OF WOMEN STUDY

Campus MADISON
 College or School LAW
 Department TOTAL
 Department Code 2-45

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof. 1100	27.00	1.00	28.00	26.25	.75	27.00	15,900	20,936	-5,180				
Assoc. Prof.	2.50		2.50	2.50		2.50	14,970	14,970					
Asst. Prof.	1.50		1.50	1.50		1.50	16,233	16,233					
Instr.	1.00		1.00	1.00		1.00	8,509	8,509					
Admin.	2.00		2.00	2.00		2.00	24,083	24,083					
Prof. Sci. & Spec.	2.00	7.00	9.00	2.00	6.17	8.17	7,358	8,249	-1,859				
Total	36.00	8.00	44.00	35.25	6.92	42.17	8,284	17,812	-11,398				

VIII. COLLEGE OF LETTERS AND SCIENCE

Of the 55 departments in the College of Letters and Science represented, 27 departments have no women as Instructors, Assistant Professors, Associate Professors, or full Professors; a half-time lecturer is the sole female with a teaching position present in these departments. Eleven of these 27 departments employ women in non-faculty Professional, Scientific and Specialist positions only while the remaining 16 employ no women at all. In the one department that has no males, the entire staff of that department is a woman at .67 time. The remaining 27 departments show female representation at a level of at least Instructor or above.

A look at academic women in the total picture for the College of Letters and Science is now in order as data for individual departments can be viewed independently in the collection of tables in Appendix A.

TABLE I

PERCENT OF TOTAL COLLEGE MEMBERSHIP
 REPRESENTED BY WOMEN (BY TITLE)
 Madison: College of Letters and Science
 University of Wisconsin
 1969-70

Title	Percent Women are of Total Membership	
	Headcount	FTE
Professor	2.5%	2.5%
Associate Professor	5.0%	5.1%
Assistant Professor	11.0%	11.1%
Instructor	35.0%	31.4%
Professional, Scientific and Specialist	46.5%	41.9%
Lecturer ²	58.1%	52.7%
Total for L&S (All titles)	11.0%	10.0%

²Lecturers were culled from the Professional, Scientific and Specialist category, as the latter category is a "catch all" which includes Project Associates, Specialists, Lecturers, etc. Please note that they are included in the Professional, Scientific and Specialist figures. Data on lecturers is indicated in footnotes where applicable.

TABLE II

NUMBER OF WOMEN (BY TITLE)

Madison: College of Letters and Science
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	10.00	9.50
Associate Professor	8.52	8.52
Assistant Professor	29.91	29.91
Instructor	13.45	11.45
Professional, Scientific and Specialist	44.62	35.03
Total L&S (All titles)	106.50	94.41

TABLE III

DOLLAR DIFFERENTIAL* OF WOMEN FACULTY (BY TITLE)

Madison: College of Letters and Science
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	- \$3,744
Associate Professor	- \$1,158
Assistant Professor	- \$ 219
Instructor	- \$ 363
Professional, Scientific and Specialist	- \$3,226

*Based upon academic year mean salaries and includes departments where both sexes are not represented.

Note: The statistics for Lecturers are not available at this time.

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In general, for women, there is a positive correlation between an increase in academic level and increased discrepancy in dollar differential. As the levels get higher, the percentages, (and usually numbers,) of women employed at each level consistently decrease. This tendency has also been noted at Johns Hopkins University,³ at the University of Minnesota, Twin Cities Campus,⁴ Columbia University,⁵ the University of Maryland,⁶ and many others. (In the Columbia study it was found that salaries at Barnard College when compared to Columbia were lower for women "varying from an average difference of over \$5,500 at the full Professor level to \$1,765 at the Assistant Professor level"⁷.)

At the University of Chicago, a survey of the 1969 faculty showed that of the 460 full Professors, only 11 were women. It goes on to note that of the entire faculty, women are 2.4% of all Professors, 5.6% of all Associate Professors, 11.2% of all Assistant Professors and 13.0% of all Instructors.⁸ (These

³ Anne Alexander, "Who's Come a Long Way, Baby?" The Johns Hopkins Magazine (April, 1970), p. 11.

⁴ David Kuhn, Minneapolis Tribune (May 23, 1970)

⁵ Report from the Committee on Discrimination Against Faculty Women, Columbia University, 1969, p. 4.

⁶ Circular Letter No. 5 of the National Association of State Universities and Land-Grant Institutions (March 18, 1970) p. 11.

⁷ Report from The Committee on Discrimination Against Faculty Women, Columbia University, 1969, p. 5.

⁸ Jo Freeman, "Women on the Social Science Faculties since 1892." (Draft of a speech delivered to a university panel on the status of women at the University of Chicago, Winter 1969).

percentages closely mirror those of the 1969-70 faculty of the Madison campus College of Letters and Science with the exception of the instructor category). Patricia Graham reports that the 2% figure for the proportion of full Professors who are women also applies at Stanford University and Columbia University.⁹

A longitudinal view of the University of Wisconsin can be provided by using the 1962 survey compiled by Dr. E. B. Fred, President Emeritus of this university.¹⁰ The faculty of the College of Letters and Science of 1959-60 can be compared to that of 1969-70. Figures are on a headcount basis.

⁹ Patricia Albjerg Graham, "Women in Academe," Science (September 25, 1970), p. 1284.

¹⁰ E. B. Fred, "Women and Higher Education: With Special Reference to the University of Wisconsin," The Journal of Experimental Education (December 1962), pp. 169-70.

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TABLE IV

COMPARISONS OF MEN AND WOMEN FACULTY, 1959-60 AND 1969-70
COLLEGE OF LETTERS & SCIENCE, MADISON CAMPUS

Full and Associate Professors				
Year	Total	Men	Women	% Women
1959-60	279	267	12	4.3
1969-70	561	542	19	3.3
Assistant Professor and Instructor				
Year	Total	Men	Women	% Women
1959-60	143	120	23	16.1
1969-70	310	267	43	14.0
Totals: Professor - Instructor				
Year	Total	Men	Women	% Women
1959-60	422	387	35	8.3
1969-70	871	809	62	7.1

It can readily be seen that while the numbers of faculty in each category have increased, the percentages of women in each rank has consistently decreased.

The statistics reported in this survey of Madison's College of Letters and Science, and other studies cited, show that the status of women is indeed not the same as that of their male colleagues in terms of financial rewards and their position in the academic hierarchy.

APPENDIX A

Data by Departments and Totals for all Departments in
the College of Letters and Science, Madison Campus,
University of Wisconsin. Included are some Illustrative
Graphs.

STATUS OF FTE STUDY

Campus Madison

College or School Letters and Science

Department African Language & Literature

Department Code 2-48-0600

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	1.00		1.00	1.00		1.00	17,700				17,700	17,700			17,700
Assoc. Prof.															
Asst. Prof.	2.00		2.00	2.00		2.00	11,850				11,850	11,850			11,850
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	8,000				8,000	8,000			8,000
Total	4.00		4.00	4.00		4.00	12,350				12,350	12,350			12,350

STATUS OF WOMEN STUDY

Campus MADISON

College or School L & S

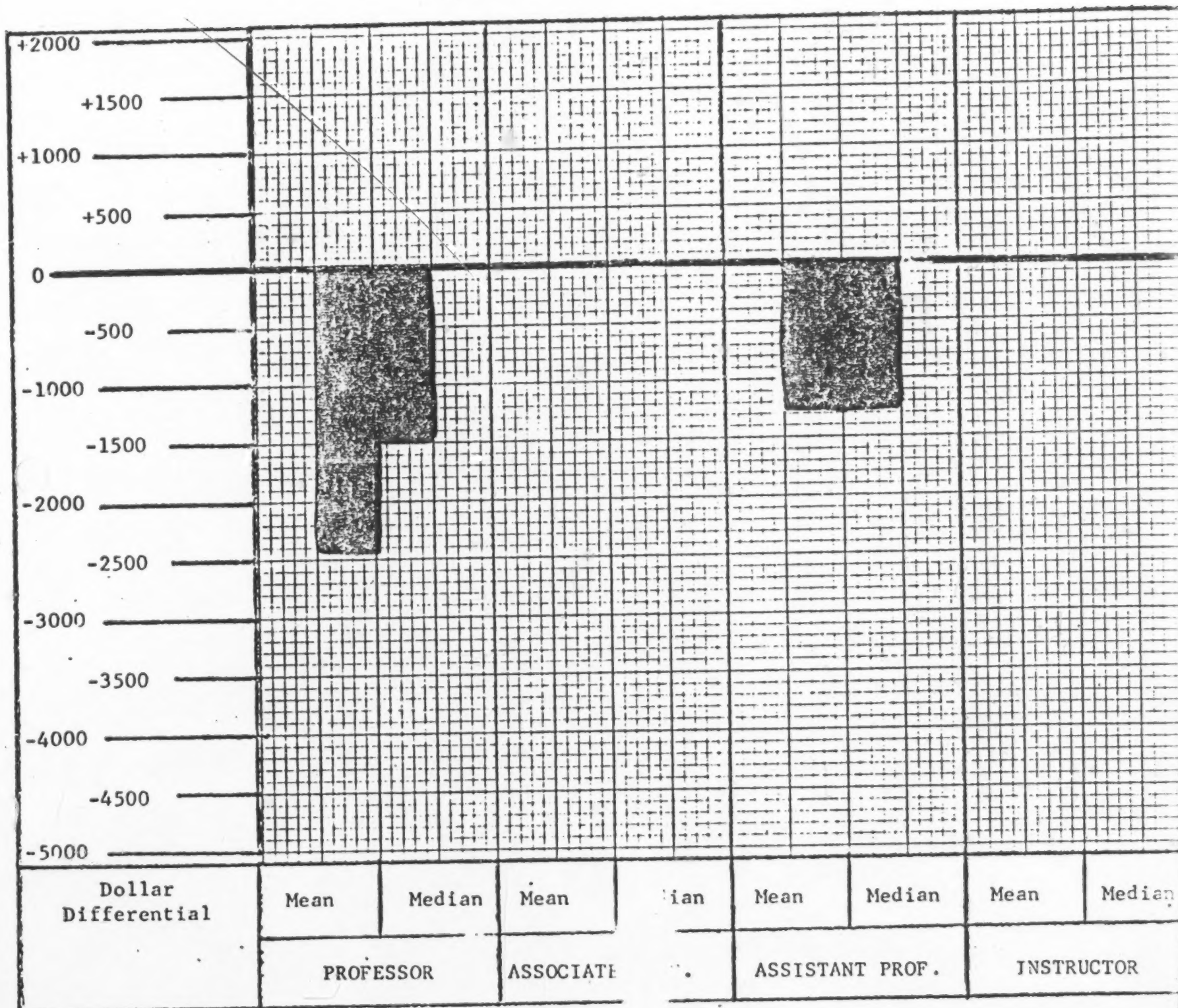
Department ANTHROPOLOGY

Department Code 2-48-0700

RANK	NUMBER					AVERAGE SALARY					MEDIAN				
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female										Total
Prof.	6.00	1.00	7.00	5.50	1.00	19,291	16,900	18,923	-2,391	18,923	18,350	16,900	-1,450		
Assoc. Prof.	4.00		4.00	4.00		12,875		12,875			12,600				
Asst. Prof.	2.00	.33	2.33	2.00	.33	11,250	10,000	11,073	-1,250	11,073	11,250	10,000	-1,250		
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	12.00	1.33	13.33	11.50	1.33	15,661	15,188	15,612	- 473	15,612					

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Anthropology
 Department Code 2-48-0700



STATUS OF WOMEN STUDY

Campus MADISON

College or School L & S

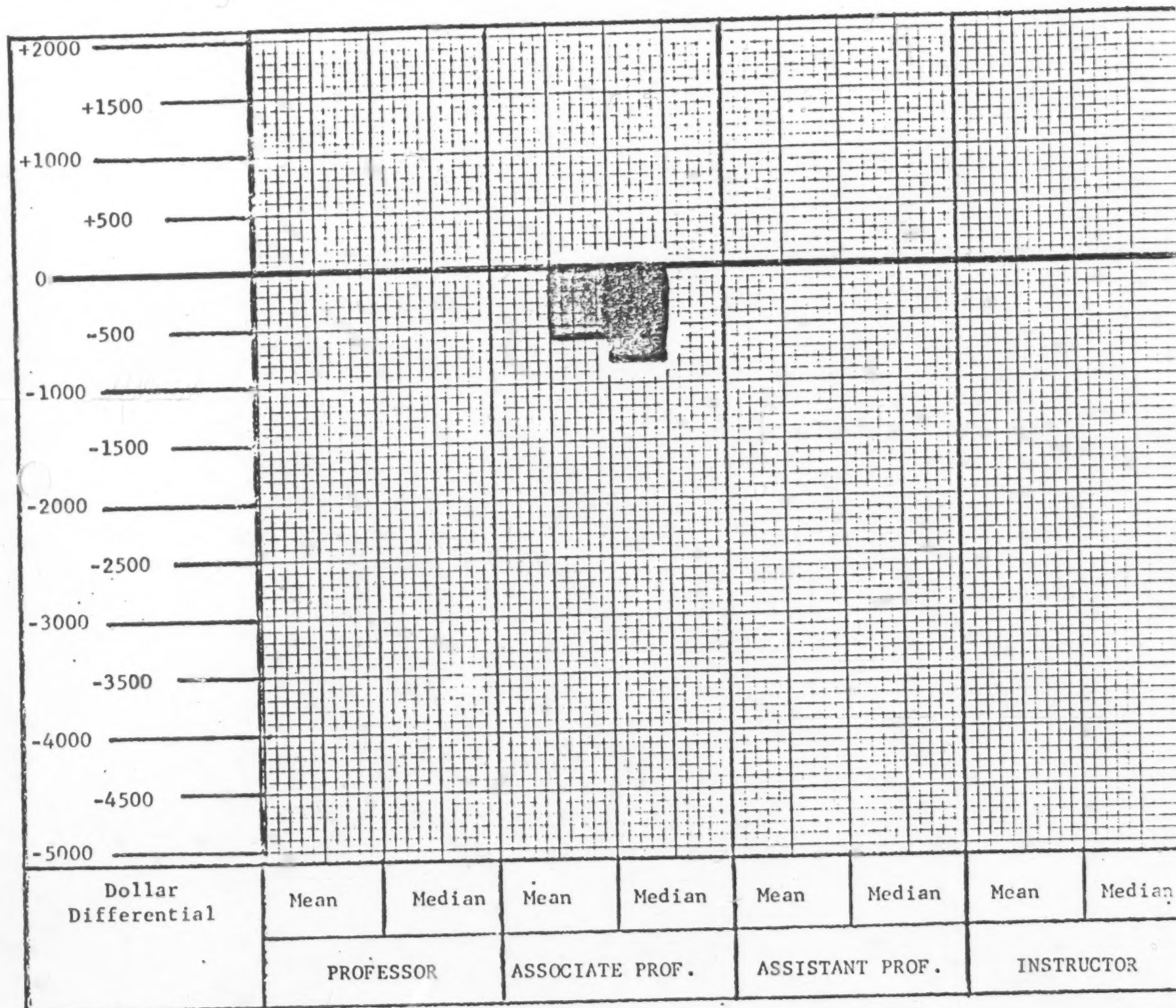
Department ART HISTORY

Department Code 2-48-0900

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female
	Male	Female	Total	Male	Female							
Prof.	3.00		3.00	3.00		19,533		19,533			18,100	
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	13,400	12,800	13,250	- 600	13,600	12,800	- 800
Asst. Prof.	1.00		1.00	1.00		10,000		10,000		10,000		
Instr.		1.00	1.00		1.00		9,500	9,500				9,500
Admin.												
Prof. Sci. & Spec.												
Total	7.00	2.00	9.00	7.00	2.00	15,543	11,150	14,567	-4,393			

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Art History
 Department Code 2-48-0900



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Afro-American & Race Relations Center
 Department Code 2-48-1000

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
1195															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	1.00		1.00	.83		.83	14,318				14,318	14,318			
Total	1.00		1.00	.83		.83	14,318				14,318				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Astronomy
 Department Code 2-48-1100

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	4.00		4.00	3.83		21,975		21,975		22,175		
196 Assoc. Prof.	2.00		2.00	2.00		13,900		13,900		13,900		
Asst. Prof.	3.00		3.00	3.00		10,367		10,367		10,300		
Instr.												
Admin.												
Prof. Sci. & Spec.		1.00	1.00		.50		5,809	5,809			5,809	
Total	9.00	1.00	10.00	8.83	.50	16,202	5,809	15,645				

STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Botany

Department Code 2-48-1300

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	12.33		12.33	12.33		12.33	18,846				18,846	19,000			
Assoc. Prof.															
Asst. Prof.	5.33		5.33	4.43		4.43	10,308				10,308	10,300			
Instr.															
Admin.															
Prof. Sci. & Spec.	4.00	2.00	6.00	3.25	1.75	5.00	7,552	6,686			7,249	7,139	6,709		
Total	21.66	2.00	23.66	20.01	1.75	21.76	15,128	6,686			14,443				

STATUS OF MEN STUDY

Campus Madison
 College or School Letters and Science
 Department Chemistry
 Department Code 2-48-15

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	20.29		20.29	19.79		19.79	21,088				21,088	20,150			
Assoc. Prof.	6.00		6.00	6.00		6.00	13,400				13,400	13,450			
Asst. Prof.	14.00		14.00	14.00		14.00	11,457				11,457	11,600			
Instr.															
Admin.															
* Prof. Sci. & Spec.	4.00	1.00	5.00	4.00	.50	4.50	9,655	10,000	+345	9,693	10,064	10,000	-64		
Total	44.29	1.00	45.29	43.79	.50	44.29	15,911	10,000		15,844					

*All statistics for women in this category refer to employment as a Lecturer; all statistics for men refer to employment as a Specialist.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Chem. Lab.-Theoretical
 Department Code 2-48-1600

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.50		.50	.50		18,670			18,670	18,670			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.50		.50	.50		18,670			18,670	18,670			

STATUS OF WOMEN STUDY

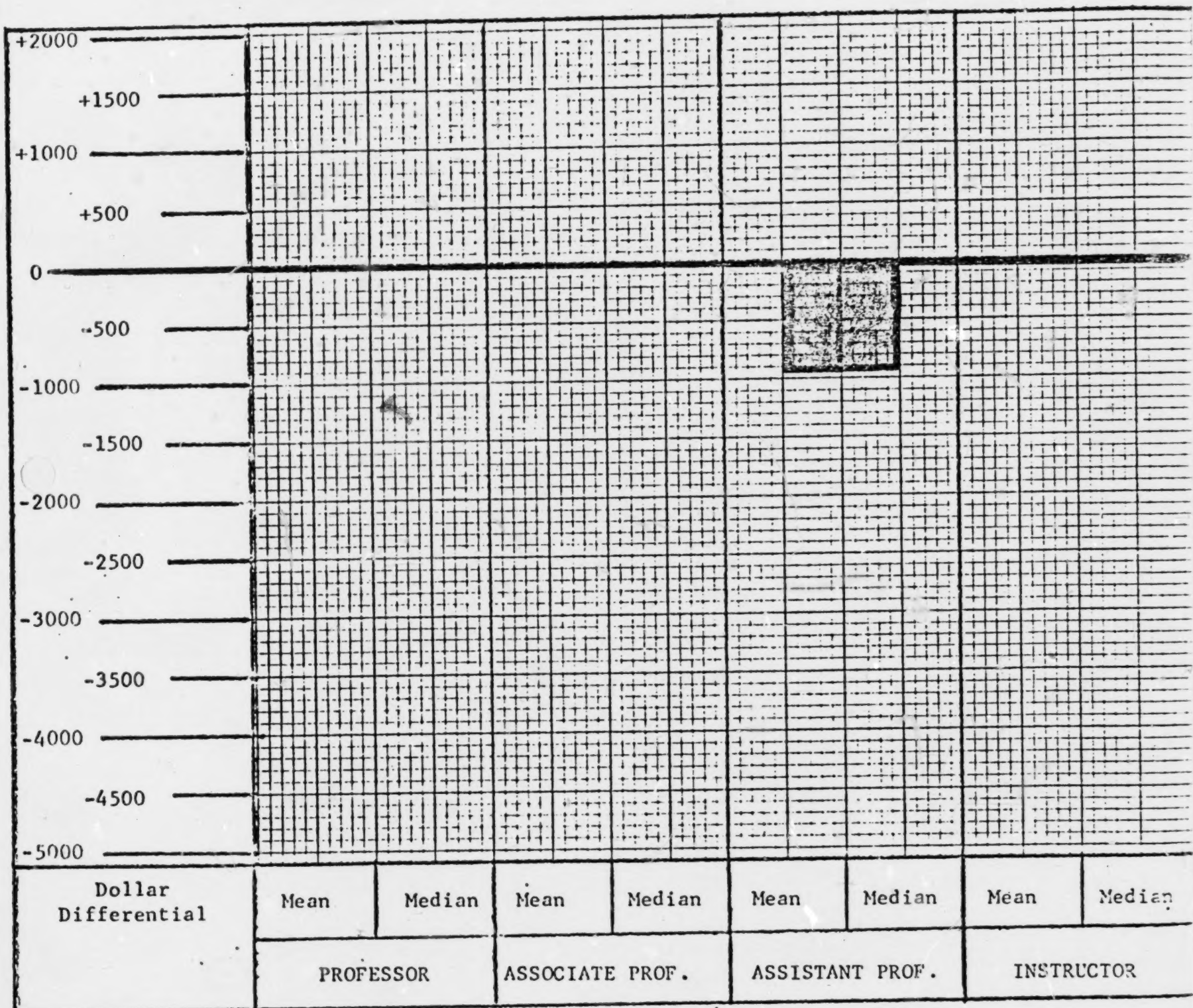
Campus MADISON
 College or School L & S
 Department CLASSICS
 Department Code 2-48-1700

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.78		2.78	2.69		2.69	20,639		20,639		20,528		
Assoc. Prof.	2.00		2.00	2.00		2.00	13,100		13,100		13,100		
Asst. Prof.	1.00	.50	1.50	1.00	.50	1.50	11,950	11,000	11,633	- 950	11,950	11,000	- 950
Instr.													
Admin.													
* Prof. Sci. & Spec.		1.00	1.00		.50	.50		12,000	12,000			12,000	
Total	5.78	1.50	7.28	5.69	1.00	6.69	16,462	11,500	15,720				

*All statistics refer to employment as a Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Classics
 Department Code 2-48-1700



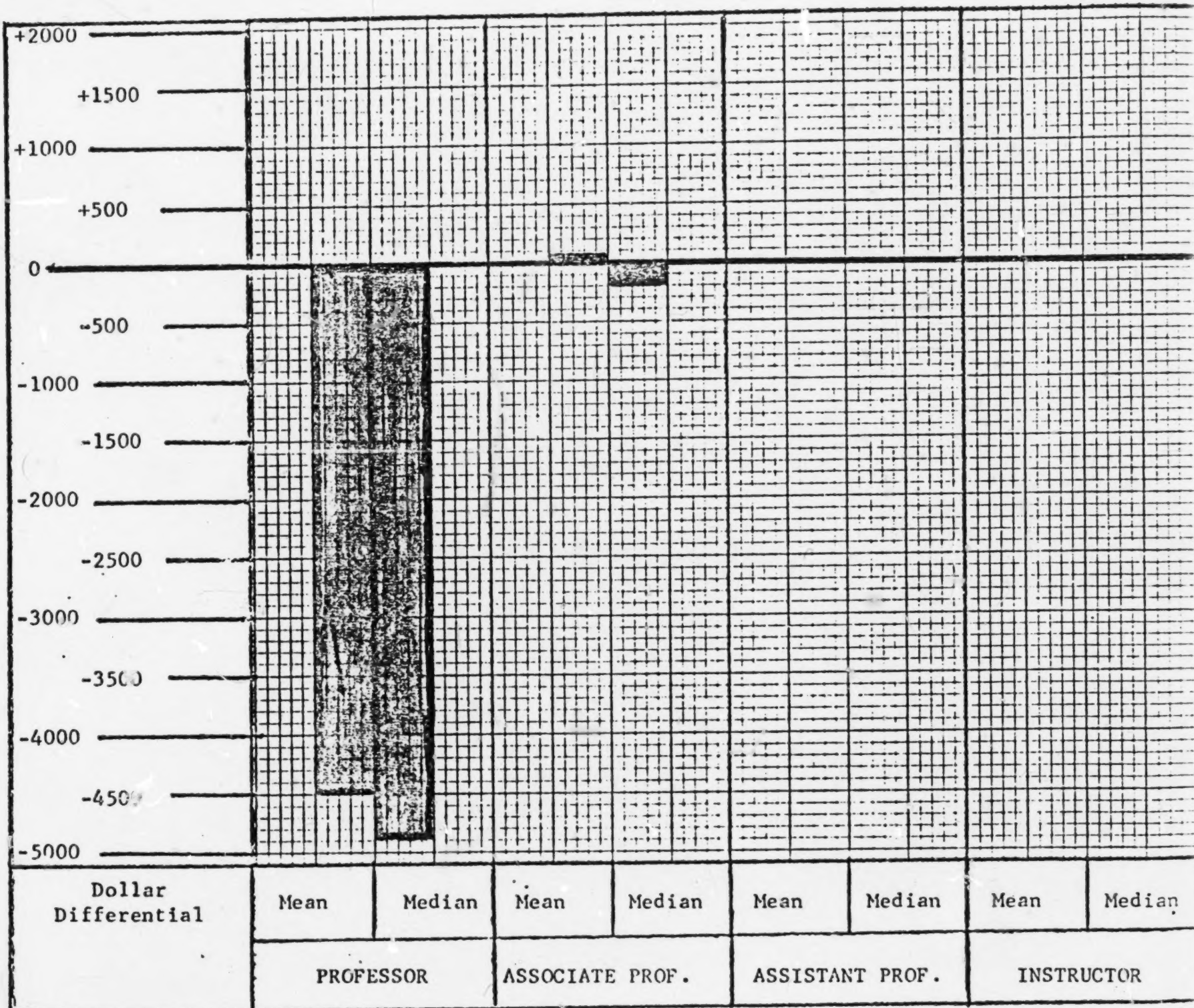
STATUS OF WOMEN STUDY

Campus MADISON
 College or School L & S
 Department COMMUNICATIVE DISORDERS
 Department Code 2-48-1800

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E. .			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total										
Prof. 23	2.60	1.00	3.60	2.60	1.00	3.60	19,577	15,100	-4,477	18,333	20,000	15,100	-4,900			
	1.76	1.00	2.76	1.76	1.00	2.76	12,738	12,800	+ 62	12,751	13,000	12,800	- 200			
	5.27		5.27	5.27		5.27	11,534			11,534	11,150					
Instr.																
Admin.																
Prof. Sci. & Spec.	2.00	5.00	7.00	2.00	4.25	6.25	9,695	7,892	-1,803	8,503	9,696	7,550	-2,146			
Total	11.63	7.00	18.63	11.63	6.25	17.88	13,195	9,864	-3,331	12,031						

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Communicative Disorders
 Department Code 2-48-1800



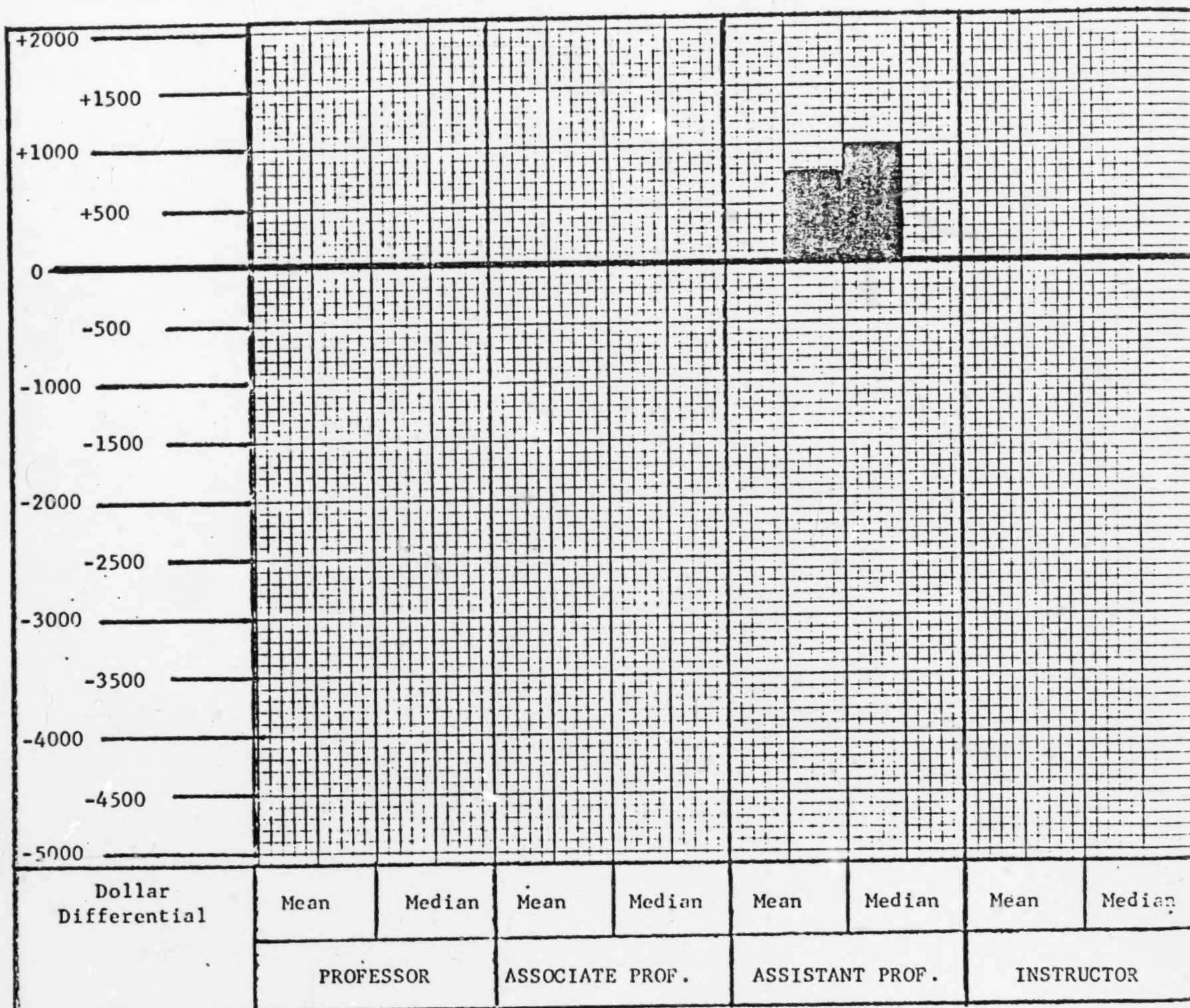
STATUS OF WOMEN STUDY

Campus MADISON
 College or School L & S
 Department COMPARATIVE LIT.
 Department Code 2-48-1900

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof. 24	3.25		3.25	2.92		19,081		19,081		18,950		
Assoc. Prof.	1.00		1.00	1.00		13,000		13,000		13,000		
Asst. Prof.	3.00	.50	3.50	3.00	.50	10,217	11,000	10,329	+ 783	10,000	11,000	+1,000
Instr.	1.00		1.00	1.00		10,500		10,500		10,500		
Admin.												
Prof. Sci. & Spec.												
Total	8.25	.50	8.75	7.92	.50	13,872	11,000	13,702				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Comparative Literature
 Department Code 2-48-1900



STATUS OF MEN STUDY

Campus Madison
 College or School Letters and Science
 Department Computer Science
 Department Code 2-48-2000

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.	7.15		7.15	7.15		7.15		20,355	19,125			
Assoc. Prof.	3.67		3.67	3.67		3.67		14,988	15,493			
Asst. Prof.	5.52		5.52	5.52		5.52		12,949	13,113			
Instr.	2.00		2.00	2.00		2.00		8,135	8,135			
Admin.												
* Prof. Sci. & Spec.	.57		.57	.57		.57		15,783	15,781			
Total	18.91		18.91	18.91		18.91		15,721				

* .28 of the .57 figure refers to employment as a Lecturer.

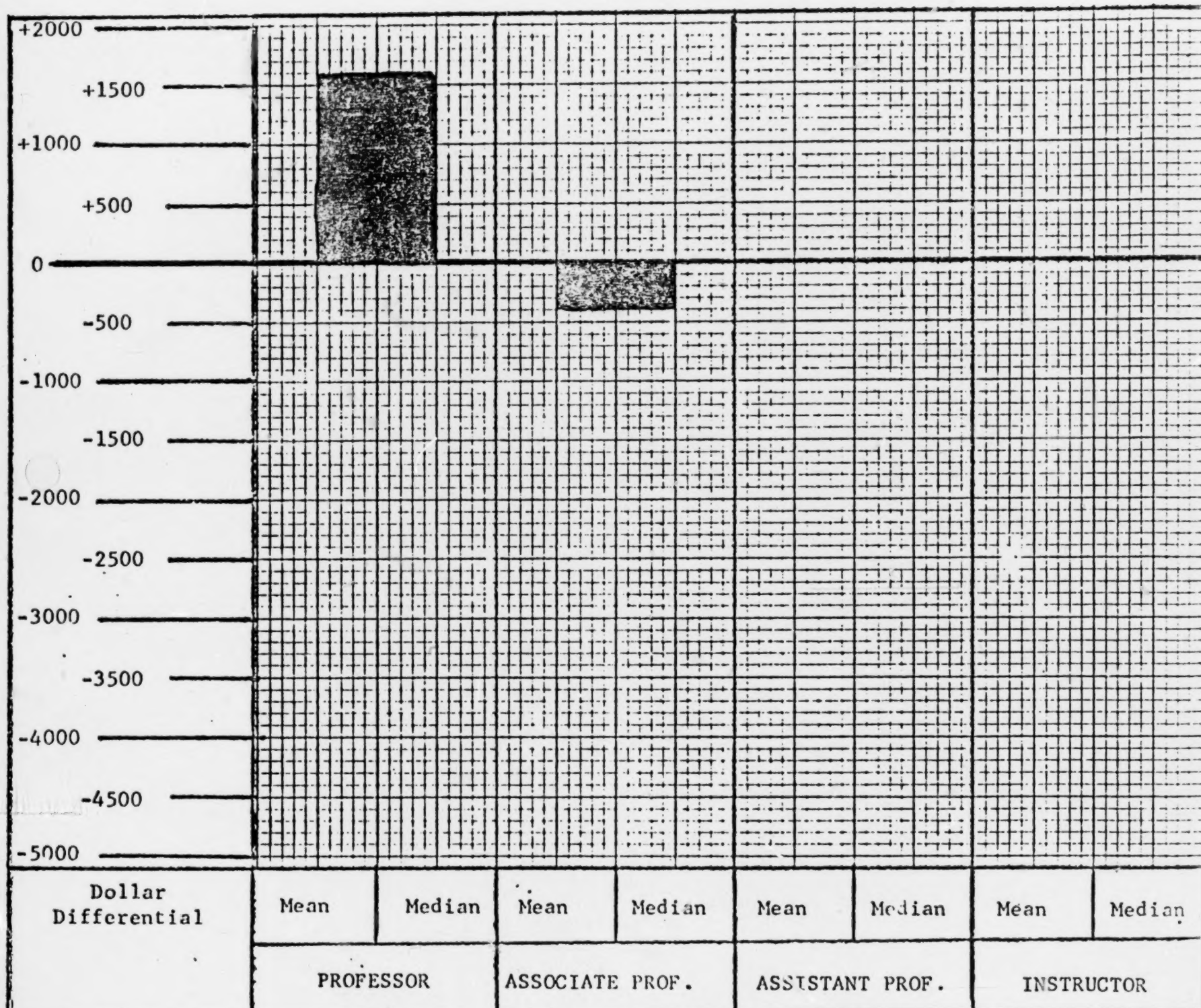
STATUS OF WOMEN STUDY

Campus MADISON
 College or School L & S
 Department EAST ASIAN LANG. & LIT.
 Department Code 2-48-2100

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 225	1.00	1.00	2.00	1.00	1.00	2.00	15,700	17,300	16,500	+1,600	15,700	17,300	+1,600	
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	2.00	13,300	12,900	13,100	- 400	13,300	12,900	- 400	
Asst. Prof.	3.00		3.00	3.00		3.00	10,667		10,667		10,400			
Instr.	2.00		2.00	2.00		2.00	9,050		9,050		9,050			
Admin.														
Prof. Sci. & Spec.														
Total	7.00	2.00	9.00	7.00	2.00	9.00	11,300	15,100	12,144					

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department East Asian Languages and Literature
 Department Code 2-48-2100

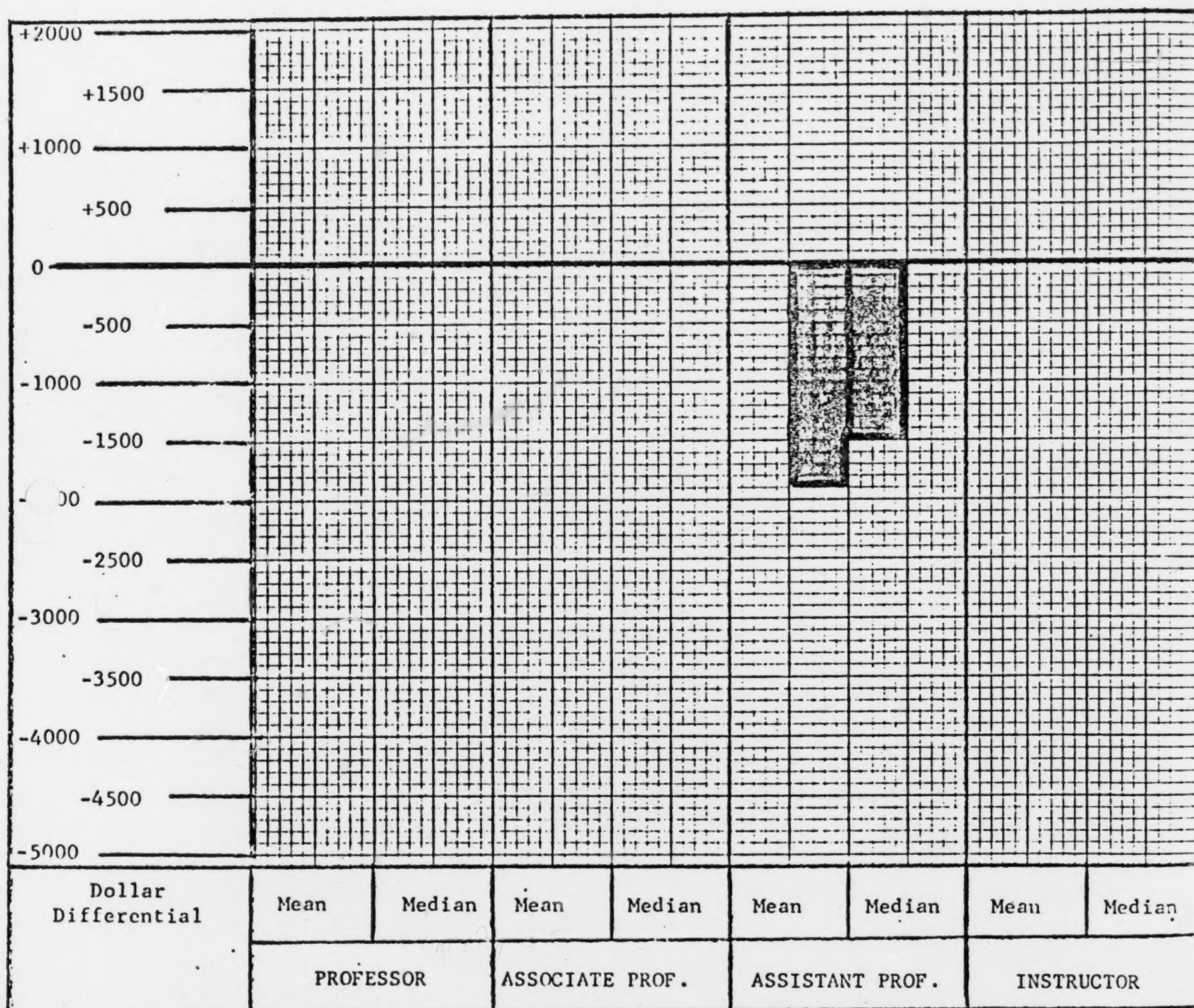


STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Economics
 Department Code 2-48-2200

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female								
Prof. 209	19.23		19.23	19.17		19,929		19,929		20,000			
Assoc. Prof.	3.15		3.15	3.15		15,600		15,600		15,000			
Asst. Prof.	10.50	1.00	11.50	10.50	1.00	12,381	10,500	12,217	-1,881	12,000	10,500	10,500	-1,500
Instr.													
Admin.													
Prof. Sci. & Spec.	3.00	2.00	5.00	3.00	1.34	10,555	5,758	9,074	-4,797	11,127	5,776	5,776	-5,351
Total	35.88	3.00	38.88	35.82	2.34	16,437	7,768	16,013					

STATUS OF WOMEN STUDY

Campus MadisonCollege or School Letters and ScienceDepartment EconomicsDepartment Code 2-48-2200

STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Elvehjem Art Center

Department Code 2-48-2300

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif. Total
	Male	Female	Total	Male	Female							
Prof. 211												
Assoc. Prof.												
Asst. Prof.												
Instr.	1.00		1.00	1.00		9,213			9,213	9,213		
Admin.												
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	13,827	6,545	-7,282	10,186	13,827	6,545	-7,282
Total	2.00	1.00	3.00	2.00	1.00	10,115	6,545		9,132			

STATUS OF WOMEN STUDY

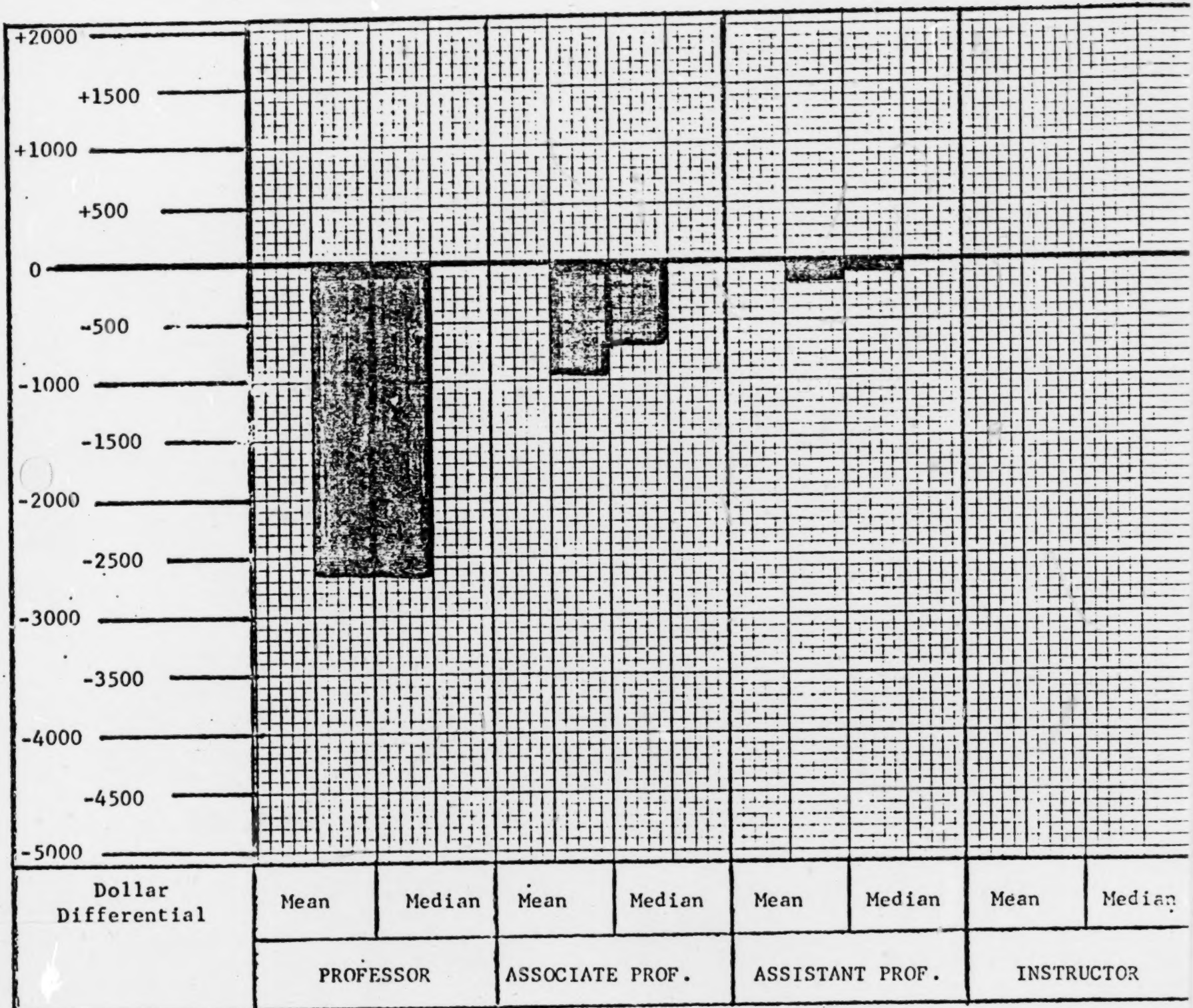
Campus Madison
 College or School Letters and Science
 Department English
 Department Code 2-48-2400

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof. 212	17.01	1.50	18.51	17.01	1.50	19,458	16,800	-2,658	19,242	20,350	17,700	-2,650		
Assoc. Prof.	13.50	1.00	14.50	13.50	1.00	13,235	12,300	- 935	13,170	13,000	12,300	- 700		
Asst. Prof.	25.33	1.00	26.33	25.33	1.00	10,284	10,100	- 184	10,276	10,200	10,100	- 100		
Instr.	2.00		2.00	2.00		9,700			9,700					
Admin.														
Prof. Sci. & Spec.		1.00	1.00		.50		11,600		11,600		11,600			
Total	57.84	4.50	62.34	57.84	4.00	13,654	13,350		13,631					

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department English
 Department Code 2-48-2400



STATUS OF MEN STUDY

Campus Madison

College or School Letters and Science

Department French & Italian

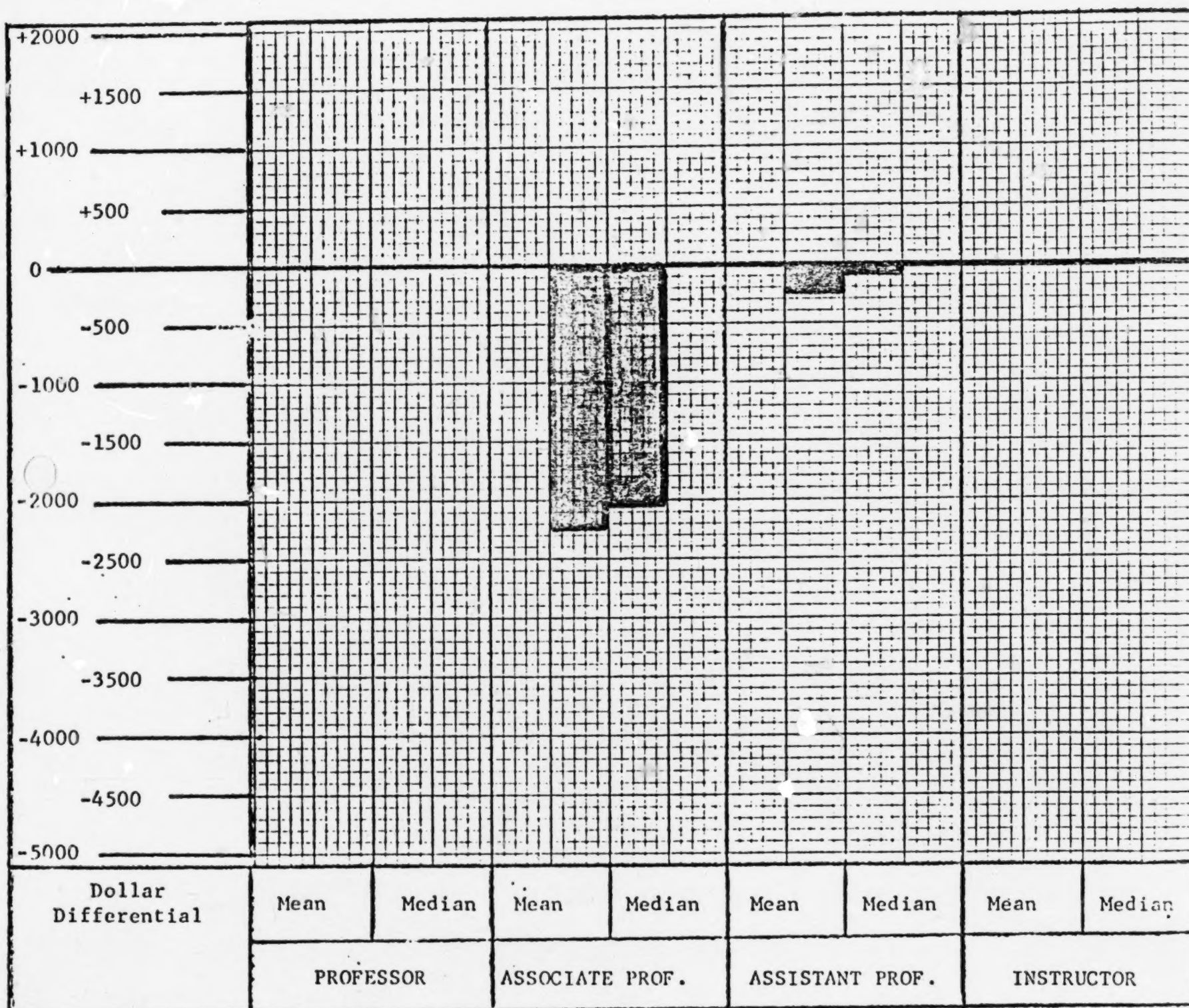
Department Code 2-48-2600

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof. 214	6.50		6.50	6.50		18,338		18,338		18,338	18,235		
Assoc. Prof.	6.00	1.00	7.00	6.00	1.00	14,000	11,750	25,750	-2,250	13,679	13,800	11,750	-2,050
Asst. Prof.	10.33	1.24	11.57	10.33	1.24	10,430	10,202	20,632	- 228	10,399	10,391	10,285	- 106
Instr.		2.00	2.00		2.00		8,800	8,800		8,800		8,800	
Admin.													
*Prof. Sci. & Spec.		2.00	2.00		1.50		8,667	8,667		8,667		8,750	
Total	22.83	6.24	29.07	22.83	5.74	13,621	9,582	23,203		12,806			

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department French and Italian
 Department Code 2-48-2600



STATUS OF TEN STUDY

Campus Madison
 College or School Letters and Science
 Department Environmental Design Center
 Department Code 2-48-2700

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof. 216	1.00		1.00	1.00		17,600			17,600	17,600			
Assoc. Prof.	1.00		1.00	1.00		14,200			14,200	14,200			
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		10,841			10,841	10,841			
Total	3.00		3.00	3.00		14,214			14,214				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Geography
 Department Code 2-48-29

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof. 217	8.76		8.76	8.76		19,494		19,494		18,900		
Assoc. Prof.	3.41		3.41	3.41		13,563		13,563		13,425		
Asst. Prof.	5.00		5.00	5.00		11,756		11,756		11,600		
Instr.												
Admin.												
Prof. Sec. & Spec.	.29	1.50	1.79	.29	1.50	14,460	6,764	8,011	-7,696	19,340	6,505	-12,835
Total	17.46	1.50	18.96	17.46	1.50	16,036	6,764	15,303	-9,272			

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Geology and Geophysics
 Department Code 2-48-3200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	15.50		15.50	14.50		14.50	19,524			19,524	19,800			
Assoc. Prof.	3.00		3.00	3.00		3.00	12,733			12,733	12,500			
Asst. Prof.	3.00		3.00	3.00		3.00	11,533			11,533	11,500			
Instr.														
Admin.														
* Prof. Sci. & Spec.	3.19		3.19	3.19		3.19	9,639			9,639	9,409			
Total	24.69		24.69	23.69		23.69	16,321			16,321				

* 1.00 (Headcount) and 1.00 (FTE) of the 3.19 figure refers to employment as Lecturer.

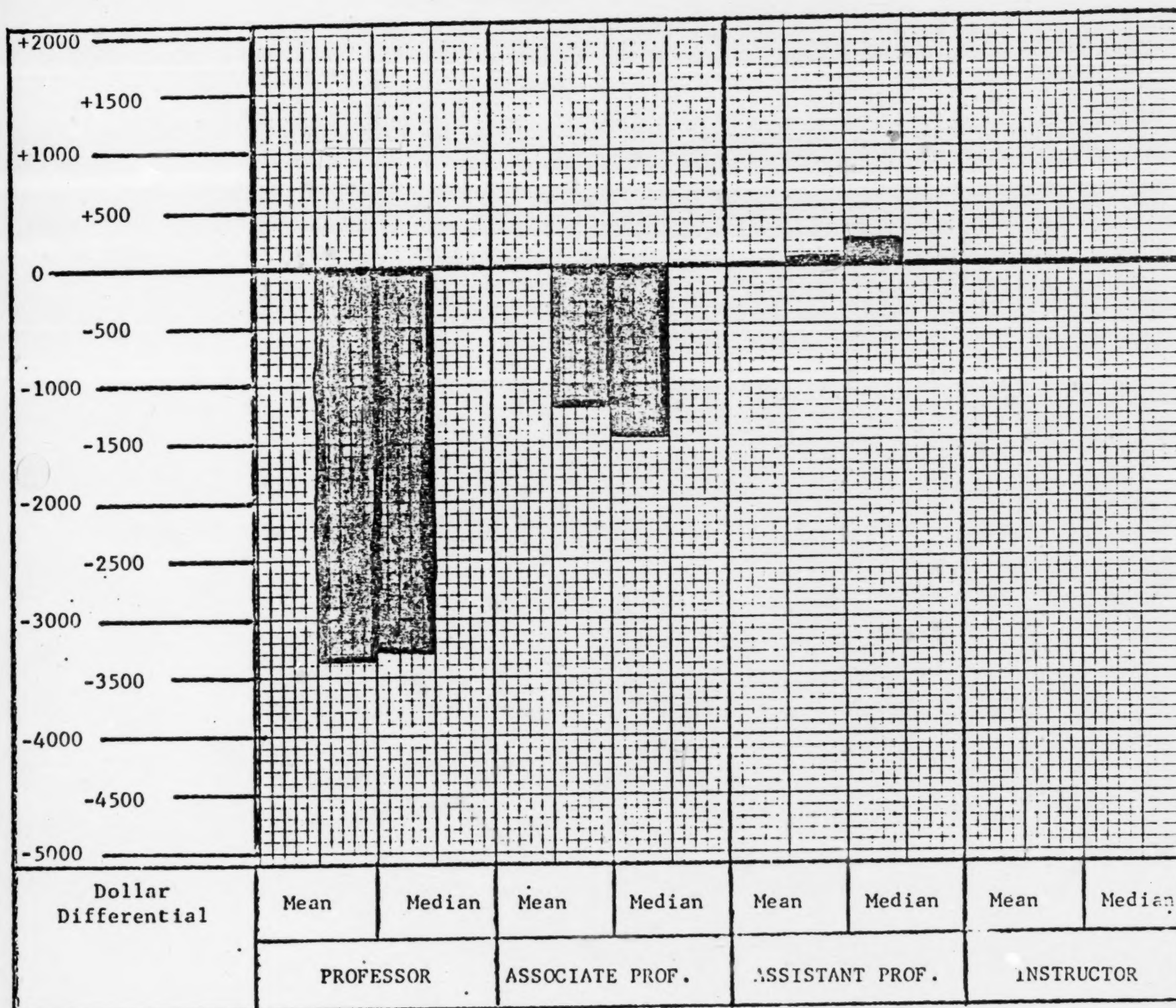
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department German
 Department Code 2-48-3500

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	5.17	1.00	6.17	5.17	.50	5.67	19,269	15,900	-3,369	18,982	19,200	15,900	-3,300	
Assoc. Prof.	2.82	.33	3.15	2.82	.33	3.15	13,252	12,060	-1,192	13,112	13,500	12,060	-1,440	
Asst. Prof.	5.00	2.00	7.00	5.00	2.00	7.00	10,496	10,550	+ 54	10,511	10,330	10,550	+ 220	
Instr.	1.00		1.00	1.00		1.00	9,600			9,600	9,600			
Admin.														
Prof. Sci. & Spec.		1.00	1.00		.30	.30		10,000		10,000		10,000		
Total	13.99	4.33	18.32	13.99	3.13	17.12	14,230	11,524		13,733				

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus MadisonCollege or School Letters and ScienceDepartment GermanDepartment Code 2-48-3500

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Hebrew and Semetic Studies
 Department Code 2-48-3700

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E. .			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof. 321	1.00		1.00	1.00		1.00	17,200				17,200	17,200			
Assoc. Prof.															
Asst. Prof.	1.00		1.00	1.00		1.00	9,550				9,550	9,550			
Instr.	2.00		2.00	2.00		2.00	8,400				8,400	8,400			
Admin.															
Prof. Sci. & Spec.															
Total	4.00		4.00	4.00		4.00	10,888				10,888				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department History
 Department Code 2-48-3800

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	26.73		26.73	24.60		24.60			19,475	19,400			
Assoc. Prof.	6.71		6.71	6.00		6.00			13,467	13,200			
Asst. Prof.	4.00		4.00	4.00		4.00			10,438	10,450			
Instr.	1.50		1.50	1.50		1.50			10,267	10,200			
Admin.													
*Prof. Sci. & Spec.	.20		.20	.20		.20			11,733	11,733			
Total	39.14		39.14	36.30		36.30			17,063				

*All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department History of Science
 Department Code 2-48-3900

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	2.35		2.35	2.35		2.35	19,855		19,855		19,570		
Assoc. Prof.	3.00		3.00	3.00		3.00	13,167		13,167		13,500		
Asst. Prof.	1.00		1.00	1.00		1.00	11,300		11,300		11,300		
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	6.35		6.35	6.35		6.35	15,348		15,348				

STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Humanities Institute for Research

Department Code 2-48-4100

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	2.67		2.67	2.58		24,395			24,395	23,600			
Assoc. Prof.	1.00		1.00	1.00		12,000			12,000	12,000			
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.	1.00		1.00	1.00		24,545			24,545	24,545			
Total	4.67		4.67	4.58		21,722			21,722				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Ibero-American Area Study
 Department Code 2-48-4200

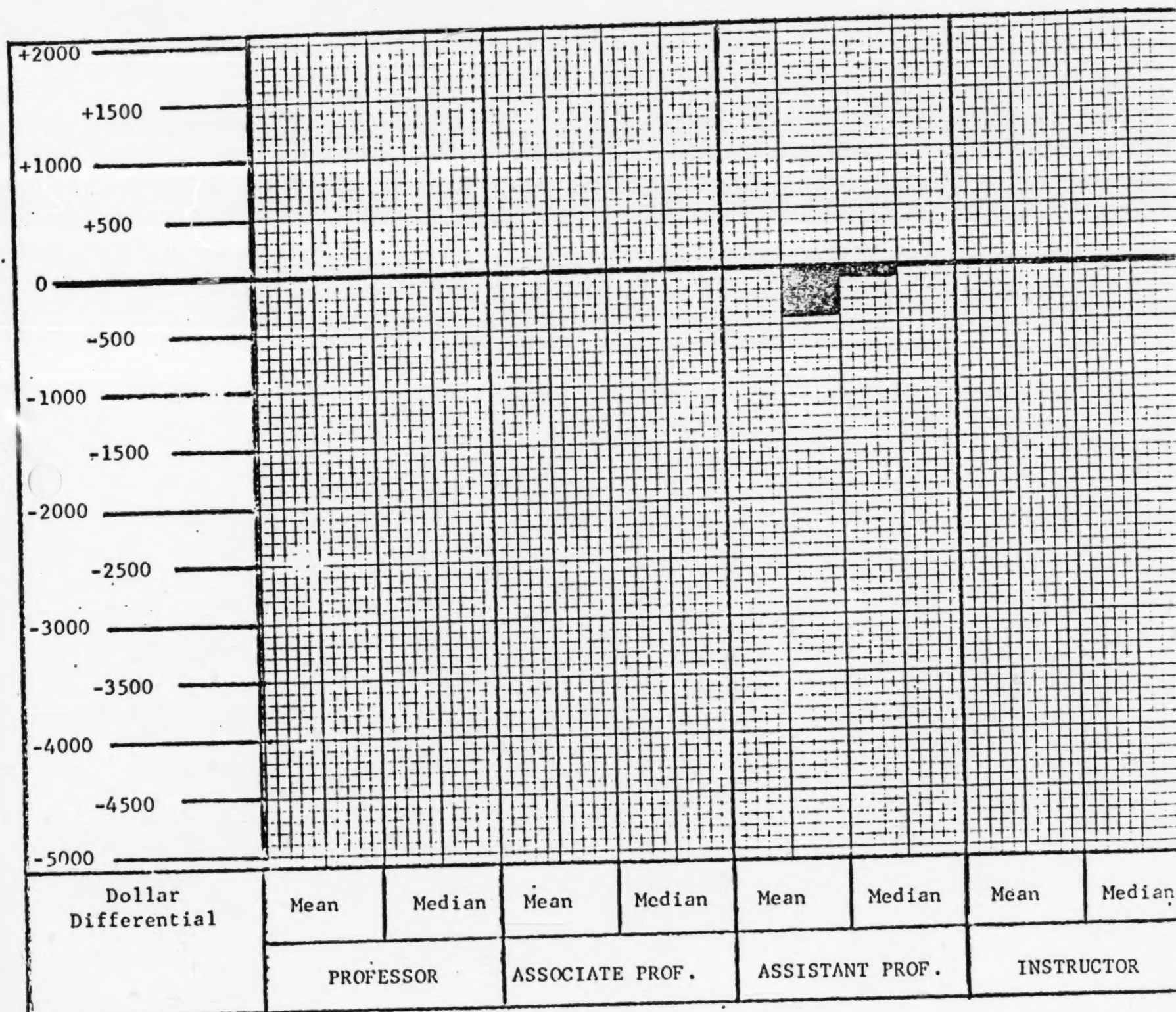
RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	1.75		1.75	1.75		19,200			19,200	19,400			
Assoc. Prof.	1.58		1.58	1.42		13,274			13,274	12,700			
Asst. Prof.		.67	.67		.67		10,000		10,000		10,000		
Instr.	1.00		1.00	1.00		9,500			9,500	9,500			
Admin.													
Prof. Sci. & Spec.													
Total	4.33	.67	5.00	4.17	.67	14,856	10,000		14,184				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Indian Studies
 Department Code 2-48-4400

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif. Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.66		1.66	1.66		1.66	18,199			18,199	18,000		
Assoc. Prof.	1.50		1.50	1.50		1.50	11,950			11,950	12,275		
Asst. Prof.	4.00	1.00	5.00	4.00	1.00	5.00	10,425	10,000	-425	10,340	10,100	10,000	-100
Instr.	1.50		1.50	1.50		1.50	9,333			9,333	9,500		
Admin.													
Prof. Sci. & Spec.													
Total	8.66	1.00	9.66	8.66	1.00	9.66	12,004	10,000		11,784			

STATUS OF WOMEN STUDY

Campus MadisonCollege or School Letters and ScienceDepartment Indian StudiesDepartment Code 2-48-4400

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Industrial Relations Research
 Institute
 Department Code 2-48-4500

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	.54		.54	.54		.54	22,733				22,733	22,200			
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.	.66	4.00	4.66	.66	3.50	4.16	17,694	7,675	-10,019	9,237	17,518	6,804	-10,714		
Total	1.20	4.00	5.20	1.20	3.50	4.70	19,974	7,675		10,787					

STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Institute for Research on Poverty

Department Code 2-48-4600

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	3.16		3.16	2.99		21,362		21,362		20,500		
Assoc. Prof.	1.95		1.95	1.95		15,267		15,267		15,136		
Asst. Prof.	1.83		1.83	1.83		11,146		11,146		11,000		
Instr.												
Admin.												
Prof. Sci. & Spec.	3.00	2.00	5.00	3.00	2.00	16,114	6,750	12,368	-9,364	16,350	6,750	-9,600
Total	9.94	2.00	11.94	9.77	2.00	16,629	6,750	14,943				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Integrated Liberal Studies
 Department Code 2-48-4700

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total										
Prof. 230	.70		.70	.70		.70	20,000				20,000					
Assoc. Prof.																
Asst. Prof.																
Instr.		1.00	1.00			.25		8,900			8,900			8,900		
Admin.																
*Prof. Sci. & Spec.		1.62	1.62			1.12		9,613			9,613			9,650		
Total	.70	2.62	3.32	.70	1.37	2.07	20,000	9,482			13,039					

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Journalism
 Department Code 2-48-4900

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
Prof. 231	6.75		6.75	6.75		17,978		17,978		17,978	17,550			
Assoc. Prof.	5.44		5.44	5.44		13,489		13,489		13,489	13,650			
Asst. Prof.	2.00		2.00	2.00		11,200		11,200		11,200	11,200			
Instr.														
Admin.														
Prof. Sci. & Spec.		1.00	1.00		.31		5,655	5,655		5,655	5,655	5,655		
Total	14.19	1.00	15.19	14.19	.31	14,973	5,655	14,486		14,486				

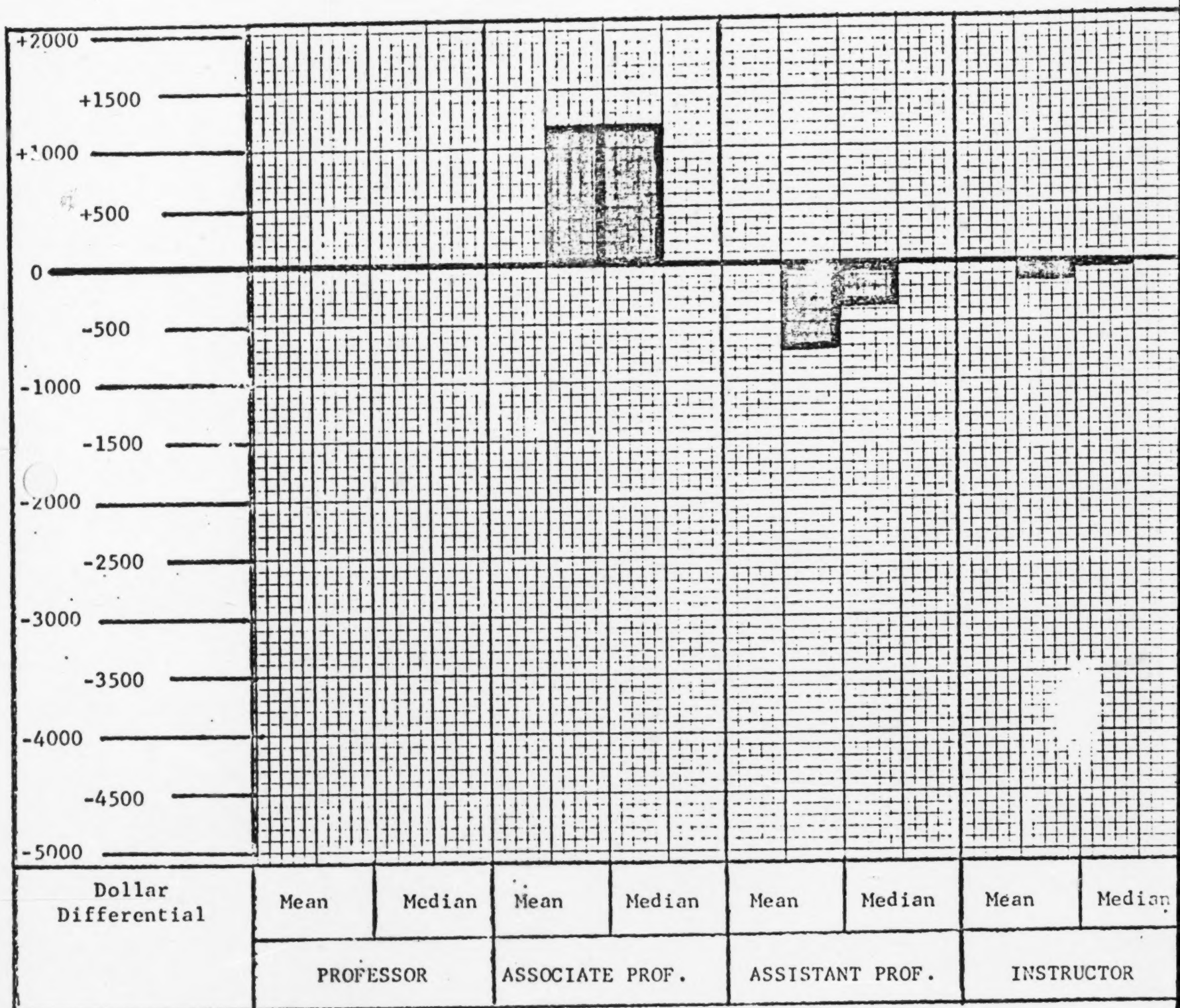
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Library School
 Department Code 2-48-5100

RANK	NUMBER						AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	3.00		3.00	3.00		3.00	16,767				16,767	17,200			
Assoc. Prof.	1.00	.19	1.19	1.00	.19	1.19	13,200	14,400	+1,200	13,392	13,200	14,400	+1,200		
Asst. Prof.	2.00	3.00	5.00	2.00	3.00	5.00	12,675	11,950	- 725	12,240	12,675	12,300	- 375		
Instr.	2.00	2.00	4.00	2.00	1.50	3.50	9,075	8,957	- 118	9,024	9,075	9,035	- 40		
Admin.															
Prof. Sci. & Spec.		1.50	1.50		1.50	1.50		14,771		14,771		12,993			
Total	8.00	6.69	14.69	8.00	6.19	14.19	13,375	11,994		12,768					

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Library School
 Department Code 2-48-5100



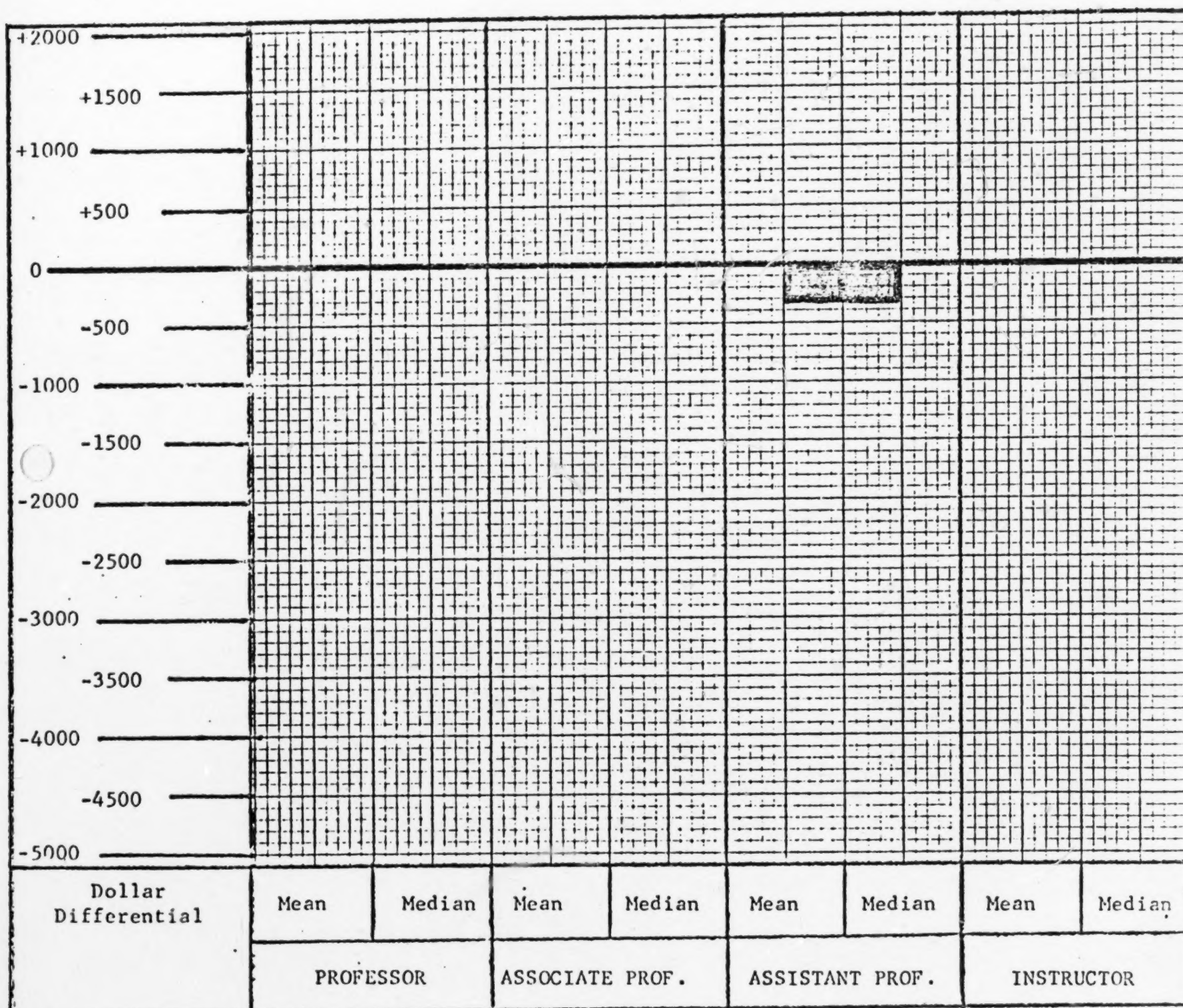
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Linguistics
 Department Code 2-48-5200

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	3.00		3.00	3.00		3.00	18,267		18,267		16,600		
Assoc. Prof.	.33		.33	.33		.33	16,375		16,375		16,375		
Asst. Prof.	2.00	1.00	3.00	2.00	1.00	3.00	10,810	10,475	10,698	-335	10,810	10,475	-335
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	5.33	1.00	6.33	5.33	1.00	6.33	15,352	10,475	14,581				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Linguistics
 Department Code 2-48-5200



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Mathematics
 Department Code 2-48-5400

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	27.63		27.63	27.32		20,157		20,157		19,900		
Assoc. Prof.	15.62		15.62	15.62		13,133		13,133		13,000		
Asst. Prof.	10.50		10.50	10.50		10,805		10,805		10,600		
Instr.		1.00	1.00		1.00		7,300	7,300			7,300	
Admin.												
*Prof. Sci. & Spec.		1.00	1.00		.40		12,500	12,500			12,500	
Total	53.75	2.00	55.75	53.44	1.40	16,267	8,786	16,076				

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* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Math Research Center - Army
 Department Code 2-48-5500

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
Prof.	10.97		10.97	10.97		10.97	22,396				22,396	20,868				
Assoc. Prof.	2.32		2.32	2.32		2.32	13,364				13,364	13,200				
Asst. Prof.	.99		.99	.99		.99	13,333				13,333	13,275				
Instr.																
Admin.																
Prof. Sci. & Spec.	.29		.29	.29		.29	15,918				15,918	15,918				
Total	14.57		14.57	14.57		14.57	20,213				20,213					

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Meteorology
 Department Code 2-48-5700

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	5.29		5.29	5.29		5.29	22,061				22,061	21,950		
Assoc. Prof.	5.66		5.66	5.66		5.66	13,984				13,984	13,900		
Asst. Prof.	1.63		1.63	1.63		1.63	12,116				12,116	12,100		
Instr.														
Admin.														
Prof. Sci. & Spec.	1.50		1.50	1.50		1.50	10,009				10,009	10,759		
Total	14.08		14.08	14.08		14.08	16,379				16,379			

STATUS OF WOMEN STUDY

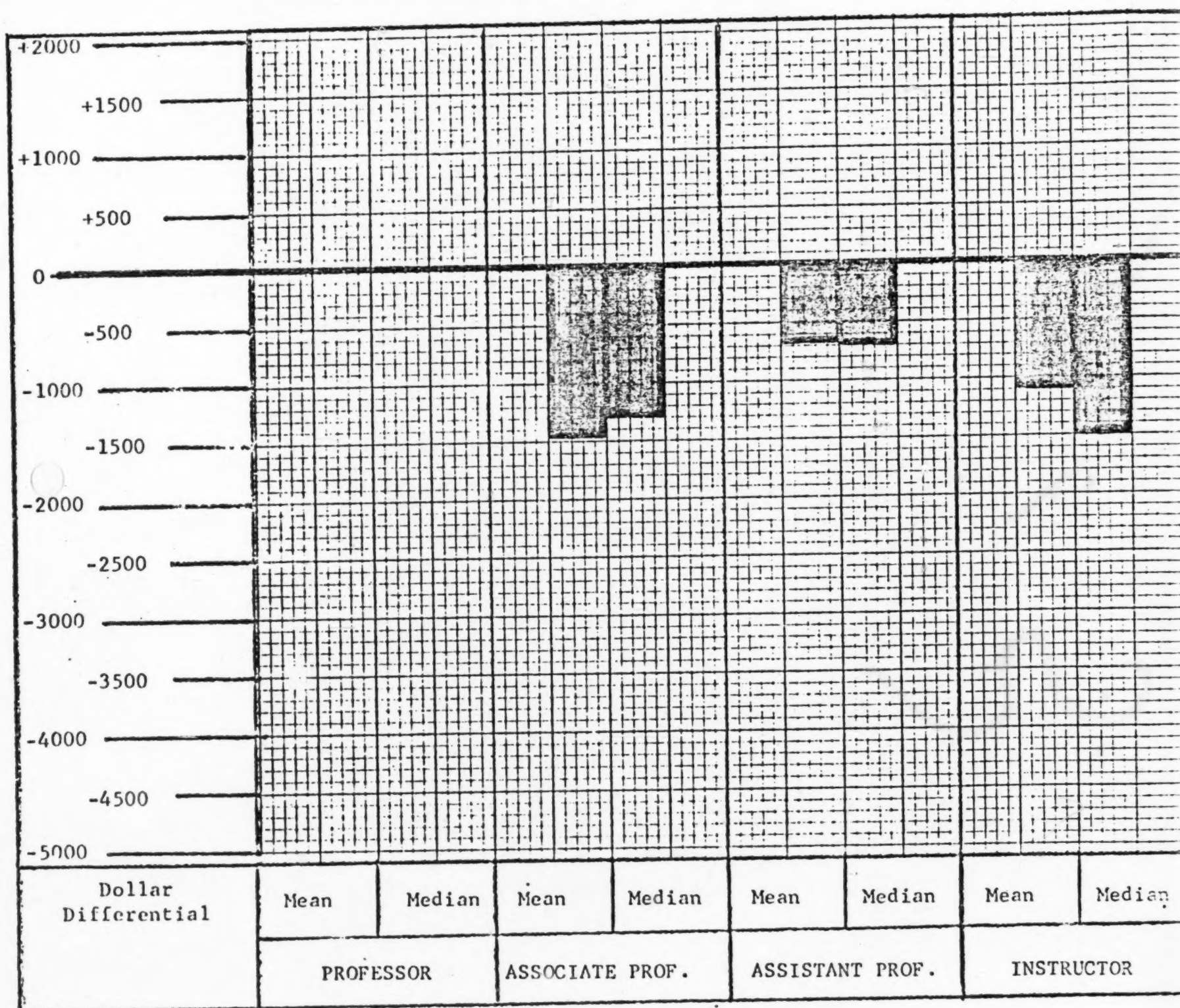
Campus Madison
 College or School Letters and Science
 Department School of Music
 Department Code 2-48-6000

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Male	Female								
Prof.	17.18		17.18		16.81		16.81		16,545		16,545	
Assoc. Prof.	10.50	2.00	12.50	2.00	10.50	2.00	12.50	-1,471	12,871	11,400	12,636	-1,300
Asst. Prof.	13.84	3.00	16.84	3.00	13.84	3.00	16.84	- 661	11,061	10,400	10,942	- 700
Instr.	1.00	1.45	2.45	.70	1.00	.70	1.70	-1,096	9,800	8,704	9,349	-1,475
Admin.												
*Prof. Sci. & Spec.	4.00		4.00		3.34		3.34		11,131		11,131	
Total	46.52	6.45	52.97	5.70	45.49	5.70	51.19		13,482	10,542	13,155	

* 1.00 of the 4.00 Headcount and .34 of the 3.34 FTE figures refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department School of Music
 Department Code 2-48-6000



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Philosophy
 Department Code 2-48-6500

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Female	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof.	5.00		5.00	5.00		19,987		19,987			20,050		
Assoc. Prof.	2.00		2.00	2.00		13,025		13,025			13,025		
Asst. Prof.	14.33	1.00	15.33	14.33	1.00	10,454	10,220	10,439	-234	10,220	10,300	10,220	-80
Instr.	2.00		2.00	2.00		9,435		9,435			9,435		
Admin.													
*Prof. Sci. & Spec.	2.00		2.00	1.34		10,270		10,270			9,950		
Total	25.33	1.00	26.33	24.67	1.00	12,502	10,220	12,413		10,220			

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Physics
 Department Code 2-48-67

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof. 243	32.35		32.35	32.35		19,476			19,476	18,670			
Assoc. Prof.	9.00		9.00	9.00		12,727			12,727	12,900			
Asst. Prof.	4.00		4.00	4.00		11,043			11,043	11,000			
Instr.													
Admin.													
Prof. Sci. & Spec.	3.00	1.00	4.00	3.00	1.00	10,745	7,658	-3,087	9,974	12,518	7,658	-4,860	
Total	48.35	1.00	49.35	48.35	1.00	16,980	7,658		16,791				

STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Institute for Plant Development

Department Code 2-48-7000

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.51		.51	.51		.51	23,867		23,867		24,300			
Assoc. Prof.														
Asst. Prof.	.17		.17	.17		.17	10,800		10,800		10,800			
Instr.														
Admin.														
Prof. Sci. & Spec.	1.33		1.33	1.33		1.33	9,772		9,772		12,964			
Total	2.01		2.01	2.01		2.01	13,435		13,435					

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STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Political Science
 Department Code 2-48-7200

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total										
Prof.	10.92		10.92	10.92		10.92	21,031				21,031	21,400				
Assoc. Prof.	5.00		5.00	4.50		4.50	13,578				13,578	13,000				
Asst. Prof.	9.89		9.89	8.50		8.50	11,300				11,300	11,300				
Instr.																
Admin.																
Prof. Sci. & Spec.		2.00	2.00		1.06	1.06		6,794			6,794		6,733			
Total	25.81	2.00	27.81	23.92	1.06	24.98	16,171	6,794			15,773					

STATUS OF TEN STUDY

Campus Madison

College or School Letters and Science

Department Public Policy and Admin. Research Center

Department Code 2-48-7300

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof.													
246													
Assoc. Prof.	1.00		1.00	1.00		16,000		16,000		16,000	16,000		
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.		2.00	2.00		1.50		16,294	16,294		16,294		14,041	
Total	1.00	2.00	3.00	1.00	1.50	16,000	16,294	16,176	+294	16,176			

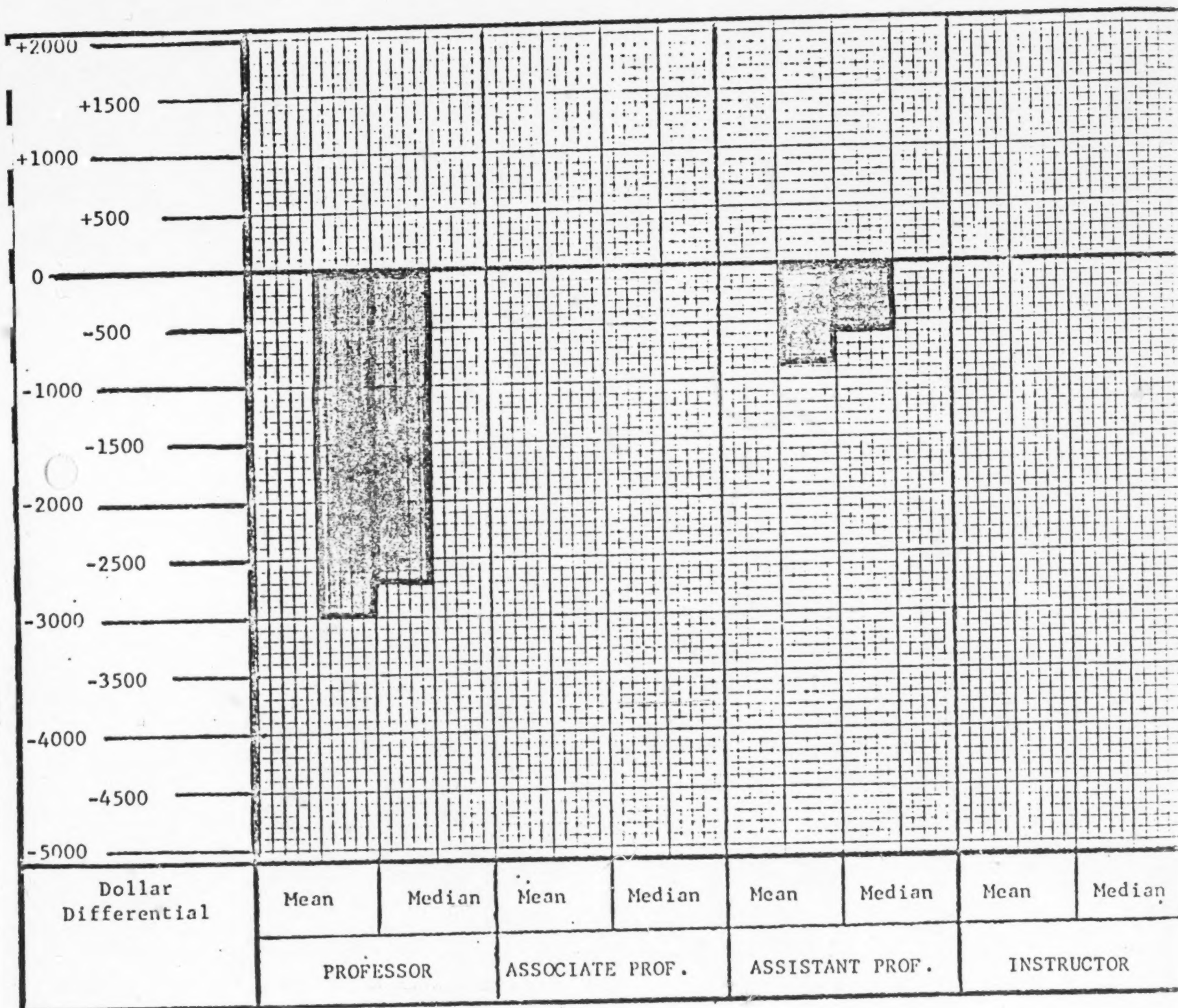
STATUS OF FEMALE STUDY

Campus Madison
 College or School Letters and Science
 Department Psychology
 Department Code 2-48-7400

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount				F.T.E.							
	Male	Female	Total		Male	Female	Total		Male	Female	Dollar Dif.	Total
Prof.	16.50	1.00	17.50		16.50	1.00	17.50		18,894	15,900	-2,994	18,723
Assoc. Prof.	1.50		1.50		1.50		1.50		14,467			14,467
Asst. Prof.	11.00	1.00	12.00		10.50	1.00	11.50		11,262	10,400	- 862	11,187
Instr.												
Admin.												
Prof. Sci. & Spec.	.25		.25		.25		.25		10,100			10,100
Total	29.25	2.00	31.25		28.75	2.00	30.75		15,790	13,150		15,627

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Psychology
 Department Code 2-48-7400



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Primate Research Center
 Department Code 2-48-76

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof. 23	1.30		1.30	1.30		1.30	19,696				19,696	19,469		
Assoc. Prof. 24	1.24		1.24	1.24		1.24	15,252				15,252	15,074		
Asst. Prof. 25	.90		.90	.90		.90	15,014				15,014	15,014		
Instr.														
Admin.														
Prof. Sci. & Spec.	2.75		2.75	2.75		2.75	17,874				17,874	15,600		
Total	6.19		6.19	6.19		6.19	17,315				17,315			

STATUS OF WOMEN STUDY

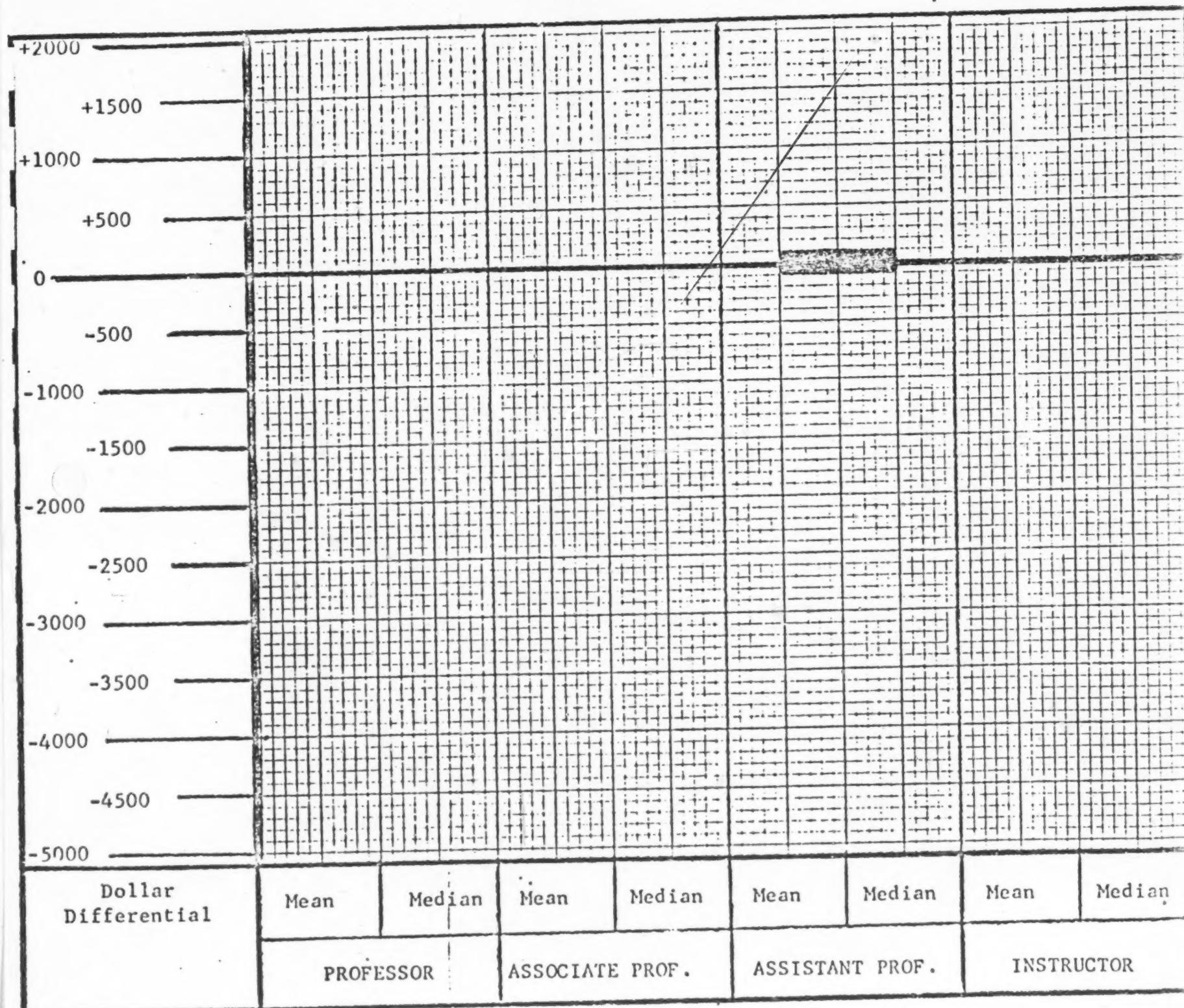
Campus Madison
 College or School Letters and Science
 Department Scandinavian Studies
 Department Code 2-48-7800

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	1.25		1.25	1.25		1.25	17,480				17,480	18,050			
Assoc. Prof.	.50		.50	.50		.50	13,600				13,600	13,600			
Asst. Prof.	1.00	1.00	2.00	1.00	1.00	2.00	10,675	10,675			10,675	10,675	10,675		
Instr.															
Admin.															
*Prof. Sci. & Spec.		2.00	2.00		2.00	2.00			7,850		7,850		7,850		
Total	2.75	3.00	5.75	2.75	3.00	5.75	14,300	8,792			11,426				

* All statistics refer to employment as Lecturer.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Scandinavian Studies
 Department Code 2-48-7800

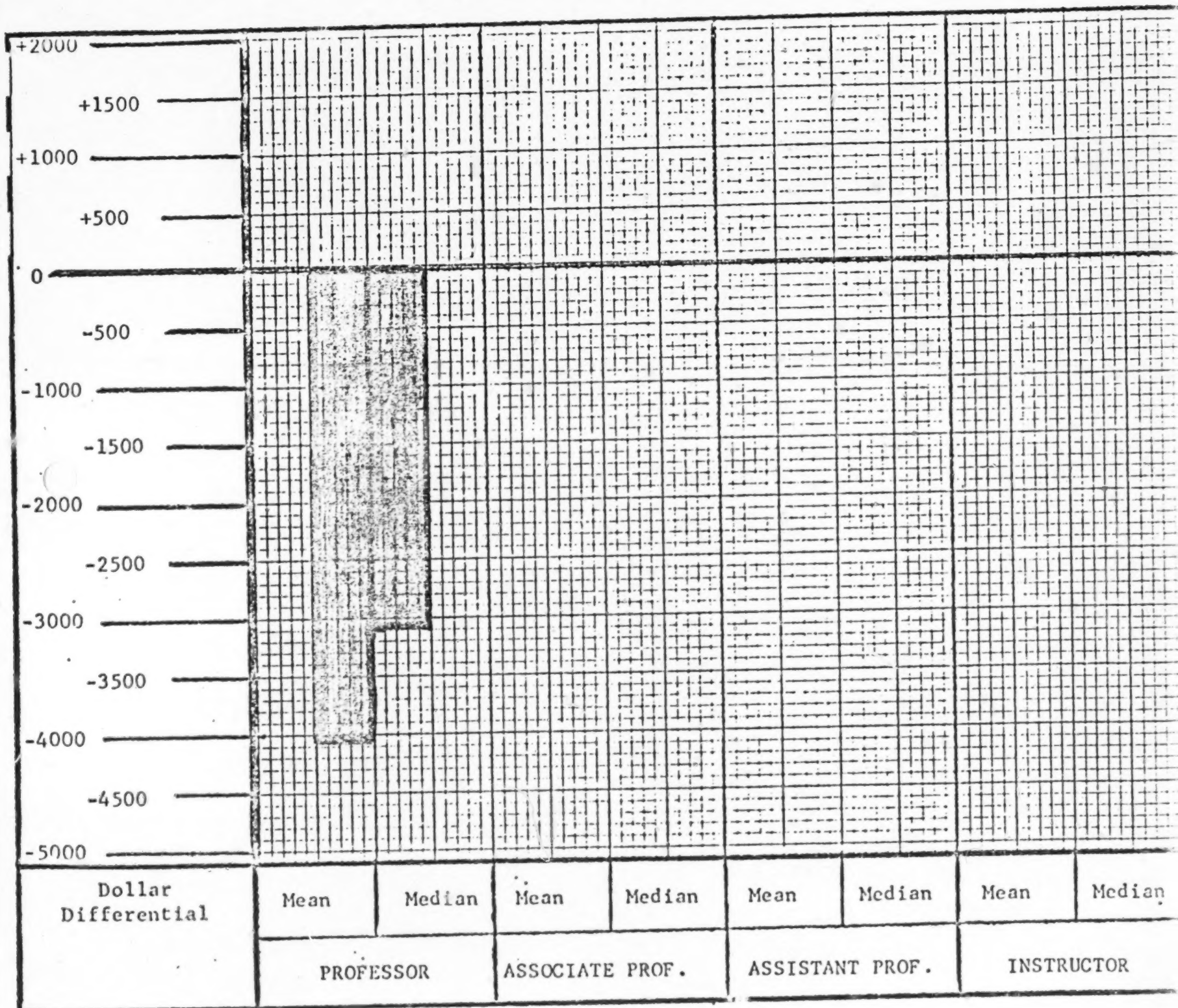


STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Slavic Languages
 Department Code 2-48-8000

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	3.00	.50	3.50	3.00	.50	22,450	18,400	21,871	-4,050	21,500	18,400	21,871
Assoc. Prof.	1.00		1.00	1.00		14,100		14,100		14,100		
Asst. Prof.	4.00		4.00	3.50		11,500		11,500		11,300		
Instr.		1.00	1.00		1.00		9,600	9,600			9,600	
Admin.												
Prof. Sci. & Spec.												
Total	8.00	1.50	9.50	7.50	1.50	16,227	12,533	15,611				

STATUS OF WOMEN STUDY

Campus MadisonCollege or School Letters and ScienceDepartment Slavic LanguagesDepartment Code 2-48-8000

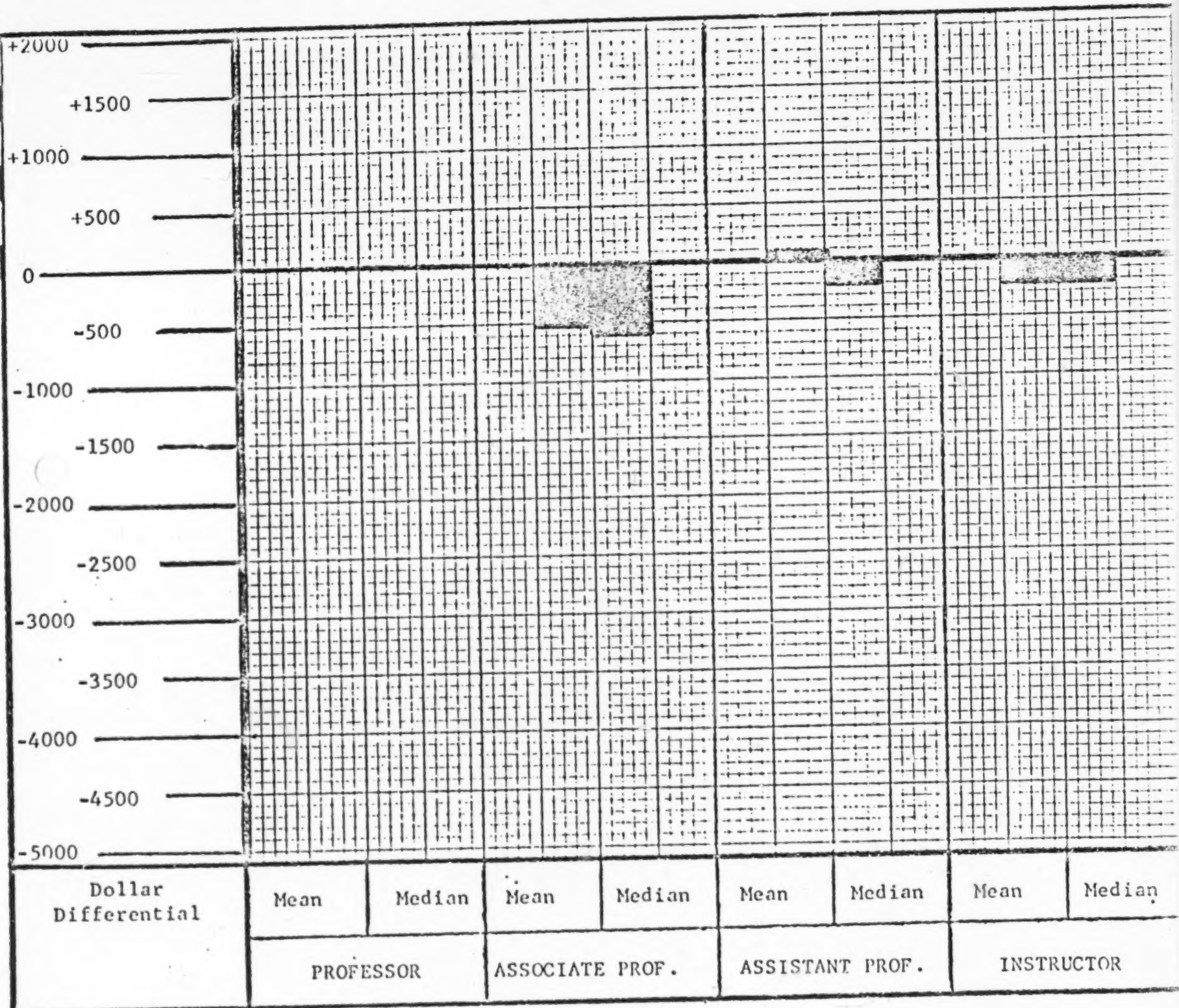
STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Social Work
 Department Code 2-48-8200

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof. 254	2.84		2.84	2.84		2.84	19,378				19,378	19,055			
Assoc. Prof.	1.67	1.00	2.67	1.67	1.00	2.67	12,961	12,436	- 525		12,765	13,050	12,436	- 614	
Asst. Prof.	7.00	6.67	13.67	7.00	6.67	13.67	11,400	11,476	+ 76		11,440	11,455	11,250	- 205	
Instr.	3.00	3.00	6.00	3.00	3.00	6.00	9,371	9,164	- 207		9,267	9,295	9,082	- 213	
Admin.															
Prof. Sci. & Spec.	1.00	3.00	4.00	1.00	3.00	4.00	20,700	7,282	-13,418		10,636	20,700	7,936	-12,764	
Total	15.51	13.67	29.18	15.51	13.67	29.18	13,225	10,118			11,777				

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Social Work
 Department Code 2-48-8200



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Sociology

Department Code 2-48-8300

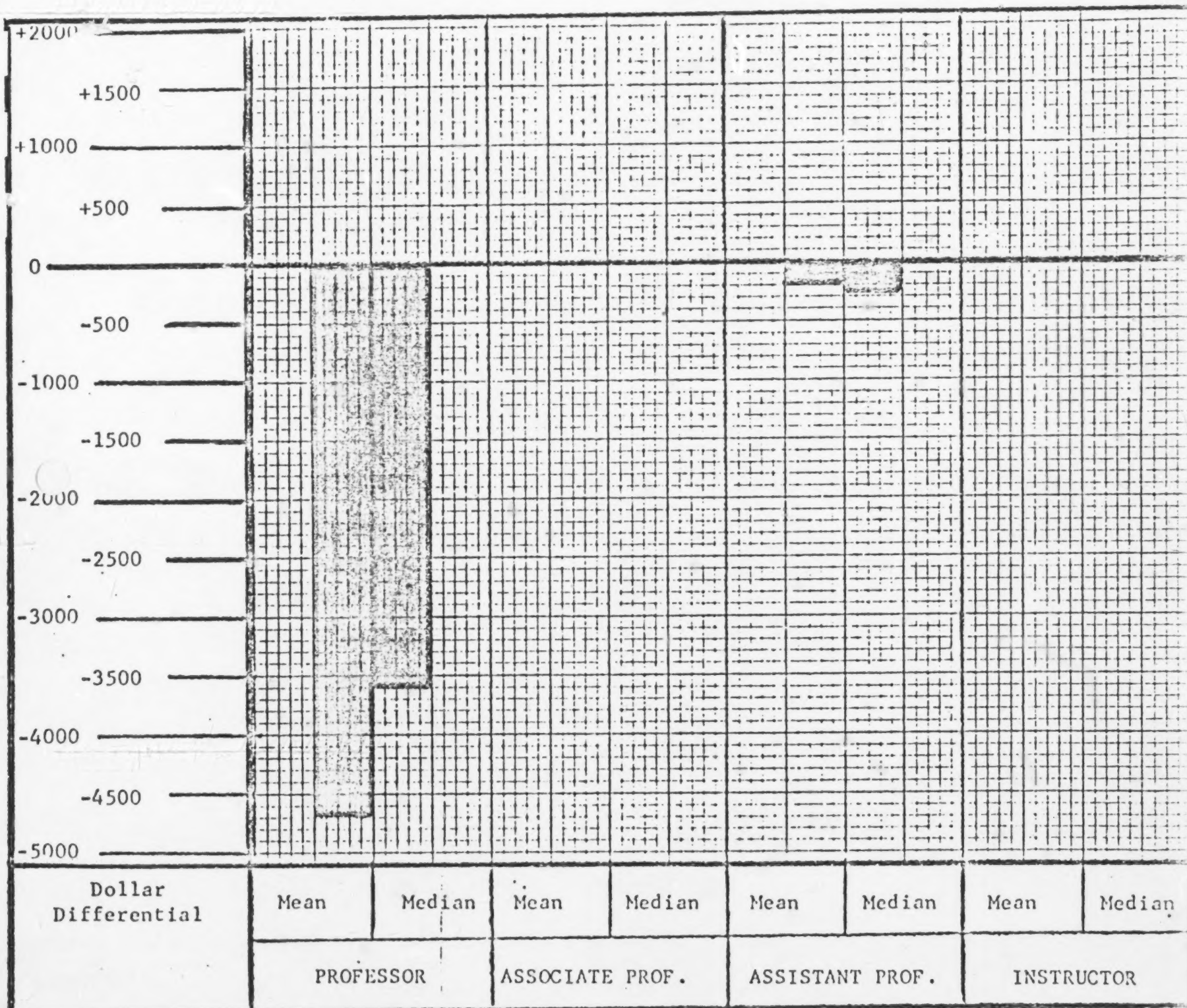
RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof. 256	16.96	1.00	17.96	16.96	1.00	20,160	15,500	-4,660	19,901	19,100	15,500	-3,600	
Assoc. Prof.	5.48		5.48	5.05		13,278			13,278	13,100			
Asst. Prof.	12.44	1.00	13.44	12.44	1.00	10,789	10,600	- 189	10,774	10,850	10,600	- 250	
Instr.													
Admin.													
* Prof. Sci. & Spec.	4.33	3.00	7.33	3.83	2.50	10,280	8,882	-1,398	9,720	9,770	9,500	- 270	
Total	39.21	5.00	44.21	38.28	4.50	15,221	10,734		14,745				

* All statistics for men refer to employment as Lecturer. However, 2.00 of the 3.00 Headcount and 1.50 of the 2.50 FTE statistics for women refer to employment as Lecturer. There is one woman Specialist.

STATUS OF WOMEN STUDY

A-68

Campus Madison
 College or School Letters and Science
 Department Sociology
 Department Code 2-48-8300



STATUS OF WOMEN STUDY

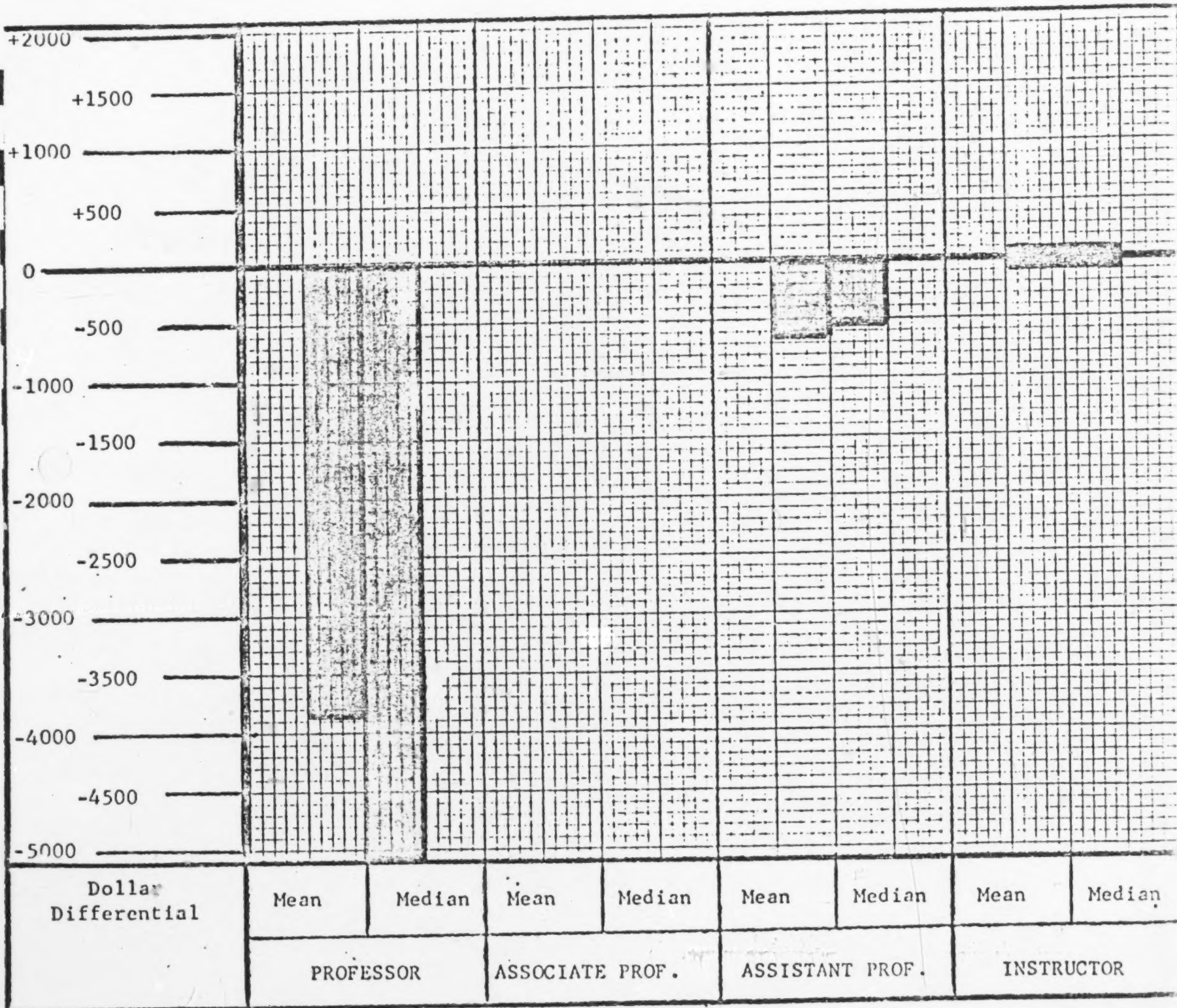
Campus Madison
 College or School Letters and Science
 Department Spanish and Portuguese
 Department Code 2-48-85

RANK	NUMBER						AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	8.77	1.00	9.77	8.27	1.00	9.27	19,557	15,700	-3,857	19,141	20,800	15,700	-5,100		
Assoc. Prof.	1.49		1.49	1.49		1.49	12,519			12,519	13,240				
Asst. Prof.	5.00	2.00	7.00	5.00	2.00	7.00	10,900	10,250	- 650	10,714	10,800	10,250	- 550		
Instr.	1.00	1.00	2.00	1.00	1.00	2.00	8,500	8,500		8,500	8,500	8,500			
Admin.															
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.50	1.50	10,186	8,800	-1,386	9,724	10,186	8,800	-1,386		
Total	17.26	5.00	22.26	16.76	4.50	21.26	15,130	10,911		14,237					

* All statistics for women refer to employment as Lecturer. The statistics for men refer to employment as Specialist.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Spanish and Portuguese
 Department Code 2-48-85



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Speech
 Department Code 2-48-8700

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	9.69		9.69	8.98		8.98		8.98		18,008	16,850	
Assoc. Prof.	5.50		5.50	5.50		5.50		5.50		12,856	13,000	
Asst. Prof.	10.55	1.00	11.55	10.55	1.00	11.55	10,000	10,899	- 899	11,000	10,000	-1,000
Instr.	1.00		1.00	1.00		1.00		9,000		9,000		
Admin.												
*Prof. Sci. & Spec.	1.00	.33	1.33	1.00	.33	1.33	7,855	14,000	-6,145	14,000	7,855	-6,145
Total	27.74	1.33	29.07	27.03	1.33	28.36	9,468	13,703		13,505		

* Statistics for men refer to employment as Lecturer. Statistics for women refer to employment as Specialist.

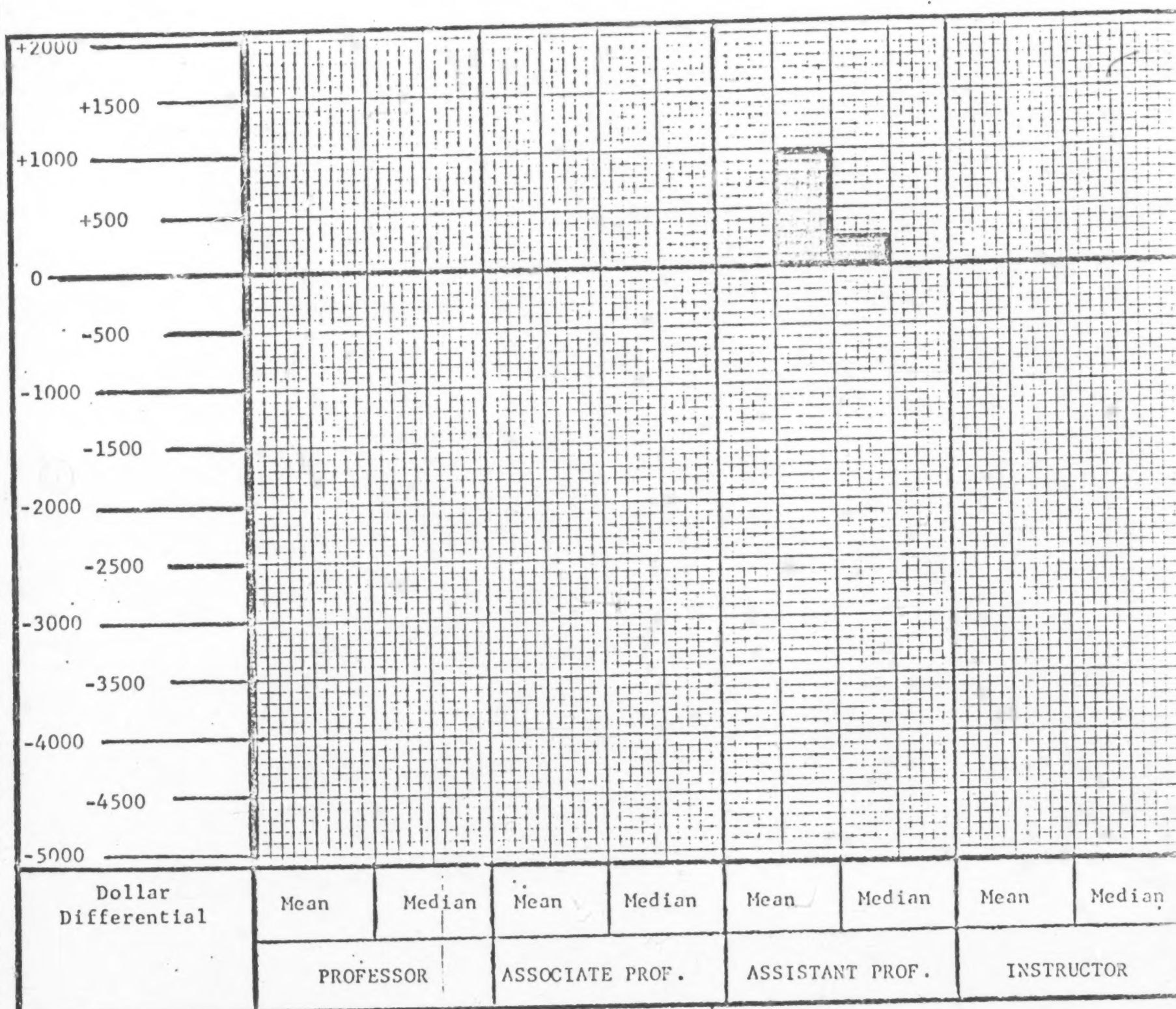
STATUS OF TEN STUDY

Campus Madison
 College or School Letters and Science
 Department Statistics
 Department Code 2-48-9000

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total					
Prof.	3.68		3.68	3.68		3.68	18,868		16,400		
Assoc. Prof.	3.67		3.67	3.67		3.67	14,673		14,250		
Asst. Prof.	5.50	1.00	6.50	5.50	1.00	6.50	11,413	+987	12,150	12,400	+250
Instr.											
Admin.											
Prof. Sci. & Spec.											
Total	12.85	1.00	13.85	12.85	1.00	13.85	14,479		12,400		14,329

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Statistics
 Department Code 2-48-9000



STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Summer Services - Music
 Department Code 2-48-9160

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof. 264	.05		.05		.05	17,282			17,282	17,282			
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	.05		.05		.05	17,282			17,282	17,282			

STATUS OF TEN STUDY

Campus Madison
 College or School Letters and Science
 Department University Theater
 Department Code 2-48-9200

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E. .			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof. 265															
Assoc. Prof.															
Asst. Prof.															
Instr.															
Admin.															
Prof. Sci. & Spec.		.67	.67		.67	.67								7,855	
Total		.67	.67		.67	.67								7,855	

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Urban & Regional Planning
 Department Code 2-48-9400

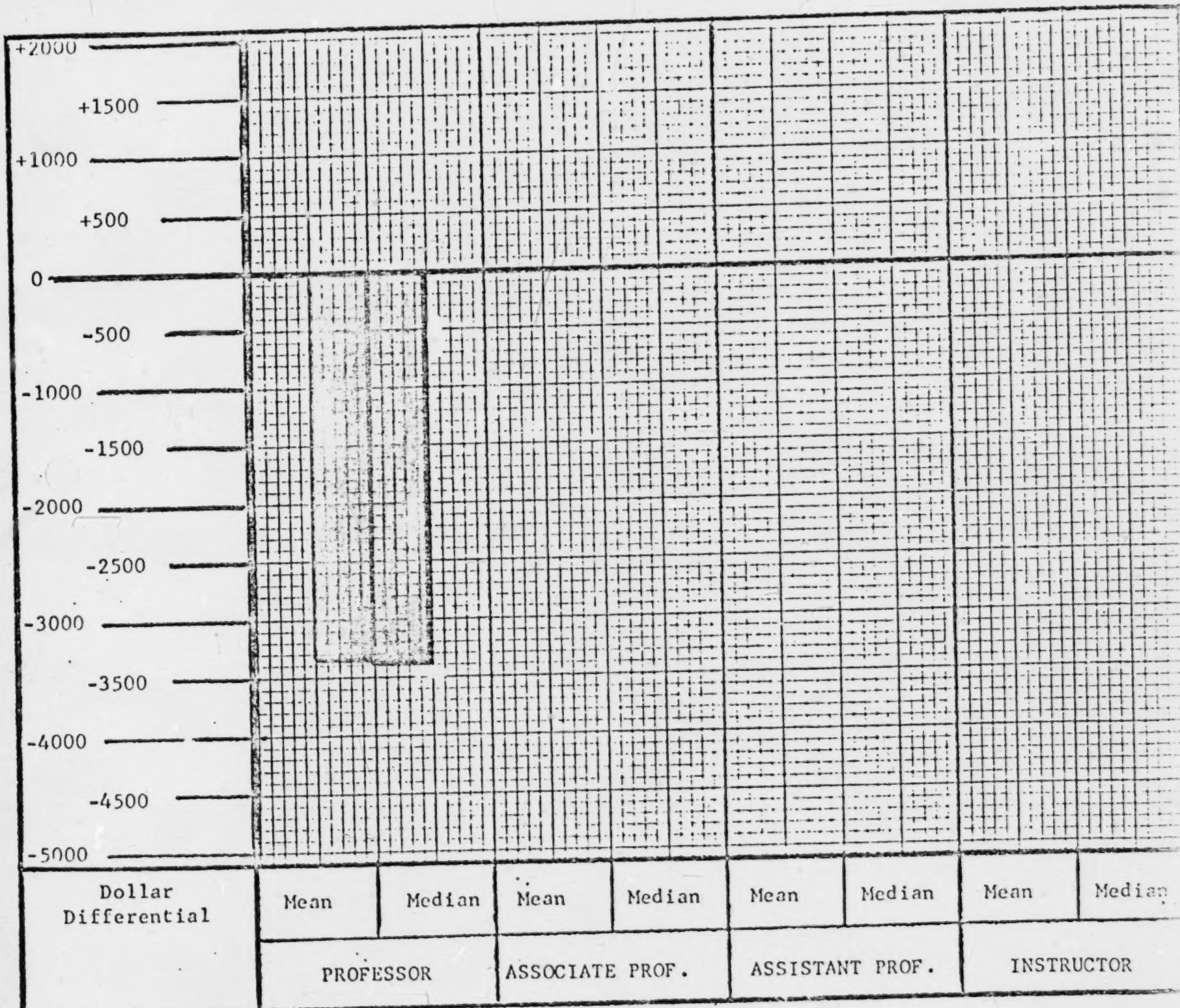
RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof. 266	3.21		3.21	2.87		20,271			20,271	21,450			
Assoc. Prof.	.89		.89	.89		13,483			13,483	15,000			
Asst. Prof.	3.83		3.83	3.83		10,921			10,921	11,050			
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	7.93		7.93	7.59		14,757				14,757			

STATUS OF WOMEN STUDY

Campus Madison
 College or School Letters and Science
 Department Zoology
 Department Code 2-48-9700

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
				Male	Female	Total									
	Male	Female	Total	Male	Female	Total									
Prof.	14.55	1.00	15.55	14.05	1.00	15.05	18,349	15,000	-3,349	18,126	18,400	15,000	-3,400		
267 Assoc. Prof.	6.49		6.49	6.49		6.49	13,283			13,283	13,000				
Asst. Prof.	2.82		2.82	2.82		2.82	12,008			12,008	12,249				
Instr.															
Admin.															
Prof. Sci. & Spec.	3.00		3.00	3.00		3.00	9,109			9,109	9,327				
Total	26.86	1.00	27.86	26.36	1.00	27.36	15,372	15,000		15,358					

Campus Madison
College or School Letters and Science
Department Zoology
Department Code 2-48-9700



STATUS OF WOMEN STUDY

Campus Madison

College or School Letters and Science

Department Totals

Department Code

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.				Dollar Dif.				Dollar Dif.
	Male	Female	Total		Male	Female	Total		Male	Female	Total	
Prof.	382.03	10.00	392.03	374.26	9.50	383.76	19,598	16,184	-3,744	19,514		
Assoc. Prof.	160.35	8.52	168.87	158.55	8.52	167.07	13,423	12,265	-1,158	13,364		
Asst. Prof.	241.50	29.91	271.41	238.21	29.91	268.12	11,059	10,840	- 219	11,034		
Instr.	25.00	13.45	38.45	25.00	11.45	36.45	9,249	8,886	- 363	9,135		
Admin.												
* Prof. Sci. & Spec.	51.36	44.62	95.98	48.62	35.03	83.65	11,696	8,470	-3,226	10,346		
Total	860.24	106.50	966.74	844.64	94.41	939.05	15,402	10,393	-5,009	14,899		

* Lecturers: 9.81 13.62 23.43 7.99 8.82 16.81
 Note: Lectu data is included in the Professional, Scientific and Specialist category.

IX. LIBRARY SCHOOL

Women are employed at all academic levels in the Library School except Administration. There are no full Professors, either men or women, in the Library School.

An appendix contains the data sheets. General figures are tabulated below.

TABLE I

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Library School

1969-70

Title	Percent Women are of Total Membership	
	Headcount	FTE
Associate Professor	33.3%	33.3%
Assistant Professor	19.1%	19.1%
Instructor	50.0%	50.0%
Administration	.0%	.0%
Professional, Scientific, and Specialist	78.12%	77.8%
Total for Library School (All titles)	54.7%	54.2%

TABLE II
NUMBER OF WOMEN (BY TITLE)
Madison: Library School
1969-70

Title	Numbers of Women	
	Headcount	FTE
Associate Professor	1.00	1.00
Assistant Professor	3.00	3.00
Instructor	2.00	2.00
Administration	.00	.00
Professional, Scientific, and Specialist	25.00	25.00
Total (All titles)	31.00	30.50

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Madison: Library School
1969-70

Title	Dollar Differential
Associate Professor	-3,173
Assistant Professor	-1,579
Instructor	+ 478
Professional, Scientific, and Specialist	- 164

Women receive equal representation with men at the Instructor level and are favored in the salary differential. In addition, the percentages of women at each level are generally higher than in other Madison campus schools. However, we still find that the Library School follows the Letters and Sciences patterns in that there is a positive correlation between increased academic level and increased discrepancy in dollar differential; and as the level gets higher, the numbers (though not the percentages) of women employed decreases.

Library work in this country has been traditionally a "woman's field."¹ If we look at the composition of the student body of the Library School, we see that over-all, 81% of the students are women.² Yet only 26.4% of the total staff above the Professional, Scientific, and Specialist level consists of women and no women are represented at the Administration level. The percent of women in the second graduate year (i.e., Ph.D. program) is quite a bit smaller than in the first graduate year (i.e., M.A. program). Yet there are still 10% more women in the second graduate year than there are in the levels above Professional, Scientific, and Specialist.

¹ 1969 Handbook on Women Workers, United States Bureau of Labor, Women's Bureau, Bulletin 294, Table 42, p. 97 lists librarians among the occupational groups in which women are 80-89% of the total employed. See also Caroline Bird, Born Female, New York, 1968, p. 79.

² Student Statistics, June, 1970, Office of Planning and Analysis, The University of Wisconsin, book of original statistics in Van Hise, Room 1564. Note, however, that though the M.A. candidates are 86.2% women, the Ph.D. candidates are only 36.4% women.

APPENDIX A

Data for the Library School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison
 College or School General Library
 Department General Library
 Department Code 2-49-1000

RANK	NUMBER						AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
274 Prof.															
Assoc. Prof.	2.00	1.00	3.00	2.00	1.00	3.00	14,866	11,693	-3,173	13,808	14,866	11,693	-3,173		
Asst. Prof.	12.72	3.00	15.72	12.72	3.00	15.72	11,065	9,486	-1,579	10,764	11,127	11,005	- 122		
Instr.	2.00	2.00	4.00	2.00	2.00	4.00	8,313	8,791	+ 478	8,552	8,313	8,791	+ 478		
Admin.	2.00		2.00	2.00		2.00	19,857			19,857	19,857				
Prof. Sci. & Spec.	7.00	25.00	32.00	7.00	24.50	31.50	7,579	7,415	- 164	7,452	6,912	7,315	+ 403		
Total	25.72	31.00	56.72	25.72	30.50	56.22	10,883	7,849	-3,034	9,237					

X. SCHOOL OF NURSING

There is a total of nine Departments represented in the School of Nursing. Only one male is on the staff in this entire division, an Assistant Professor who is a 3/4 time employee. It should be noted that, in this case, the man earns \$1,189 less than his female colleagues of equal rank.

APPENDIX A

Data for the Medical Center - School of Nursing

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Administration

Department Code 2-54-0200

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female								
277 Prof.													
Assoc. Prof.													
Asst. Prof.		2.00	2.00		2.00		10,894	10,894			10,894		
Instr.													
Admin.		3.00	3.00		3.00		16,880	16,880			16,251		
Prof. Sci. & Spec.		3.00	3.00		2.00		8,660	8,660			7,527		
Total		8.00	8.00		7.00		12,822	12,822					

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Foundations

Department Code 2-54-1800

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Female	Male	Female	Dollar Dif.
	Male	Female	Total	Male	Female								
Prof.		.32	.32		.32		.32	.32		18,409		18,409	
278													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total		.32	.32		.32		.32	.32		18,409		18,409	

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Foundamentals - Surg. Nursing

Department Code 2-54-2000

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.
	Male	Female	Total								
Prof.											
Asst. Prof.		.91	.91	.91		12,392		12,392		12,392	
Asst. Prof.		2.00	2.00	2.00		12,735		12,735		12,735	
Instr.		9.00	9.00	8.50		8,790		8,790		8,500	
Admin.											
Prof. Sci. & Spec.		4.41	4.41	3.91		7,058		7,058		6,809	
Total		16.32	16.32	15.32		9,083		9,083			

*There is .41 Headcount (.41 FTE) woman employed as a Lecturer.

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Nursing- Mgmt.

Department Code 2-54-4200

RANK	NUMBER				AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.
	Male	Female	Total	Male	Female	Total					
Prof.											
280											
Assoc. Prof.		.83	.83		.83	.83		12,600		12,600	
Asst. Prof.											
Instr.											
Admin.											
Prof. Sci. & Spec.											
Total		.83	.83		.83	.83		12,600		12,600	

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Nurs. Obstetric Nurs.

Department Code 2-54-5800

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.													
Assoc. Prof.		1.00	1.00		1.00	1.00		12,500	12,500			12,500	
Asst. Prof.		1.83	1.83		1.83	1.83		10,690	10,690			10,740	
Instr.		2.00	2.00		2.00	2.00		8,782	8,782			8,782	
Admin.													
Prof. Sci. & Spec.													
Total		4.83	4.83		4.83	4.83		10,275	10,275				

*There is 1.00 Headcount (1.00 FTE) female Clinical Assistant Professor included at this rank.

*There is 1.00 Headcount (1.00 FTE) female Clinical Instructor included at this rank.

STATUS OF WOMEN STUDY

Campus Madison
 College or School Medical Center - Nursing
 Department Pediatric Nursing
 Department Code 2-54-6700

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.		1.00	1.00		1.00	1.00						
Assoc. Prof.		.83	.83		.83	.83						
Asst. Prof.		1.42	1.42		1.42	1.42						
Instr.		3.41	3.41		3.41	3.41						
Admin.												
Prof. Sci. & Spec.		.45	.45		.45	.45						
Total		7.11	7.11		7.11	7.11						

*There is 1.00 Headcount (1.00 FTE) female Clinical Assistant Professor included at this rank.

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Psychiatric Nursing

Department Code 2-54-8900

RANK	NUMBER						AVERAGE SALARY				MEDIAN	
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female
	Male	Female	Total	Male	Female	Total						
Prof.												
Assoc. Prof.		.96	.96		.96	.96		12,245	12,245			12,245
Asst. Prof.												
Instr.		2.32	2.32		2.32	2.32		8,772	8,772			8,600
Admin.												
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00		7,268	7,268			7,268
Total		5.28	5.28		5.28	5.28		8,834	8,834			

Prof.
Assoc.
Prof.

Asst.
Prof.

Instr.

Admin.

Prof. Sci.
& Spec.

Total

STATUS OF WOMEN STUDY

**Madison
Campus**

College or School	Medical Center - Nursing

Department Public Health Nursing

Department Code 2-54-9000

RANK	NUMBER						AVERAGE SALARY				MEDIAN	
	Headcount		F.T.E.				Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.												
Assoc. Prof.												
Asst. Prof.		.82	.82		.82	.82		11,455	11,455			11,455
Instr.		1.68	1.68		1.68	1.68		8,660	8,660			8,650
Admin.												
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00		6,300	6,300			6,300
Total		3.50	3.50		3.50	3.50		8,623	8,623			

STATUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department R & D

Department Code 2-54-9300

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.
	Male	Female	Total	Male	Female	Total							
Prof.													
Assoc. Prof.		1.00	1.00		1.00	1.00		13,050		13,050		13,050	
Asst. Prof.	.75	2.00	2.75	.75	2.00	2.75	10,100	10,300	+ 200	10,245	10,100	10,300	+ 200
Instr.		.50	.50		.50	.50		8,182		8,182		8,182	
Admin.													
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00		9,700		9,700		9,700	
Total	.75	4.50	5.25	.75	4.50	5.25	10,100	10,542	+ 442	10,479			

A-9

STATUS OF WOMEN STUDY

Campus Madison
 College or School Medical Center - Nursing
 Department Totals
 Department Code 2-54

A-10

RANK.	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.		1.32	1.32		1.32	1.32		16,811				16,811
Assoc. Prof.		5.53	5.53		5.53	5.53		12,601				12,601
Asst. Prof.	.75	10.07	10.82	.75	10.07	10.82	+1,189	11,289	10,100			11,204
Instr.		18.91	18.91		18.91	18.91		8,729				8,729
Admin.												
Prof. Sci. & Spec.		11.86	11.86		10.36	10.36		7,625				7,625
Total	.75	50.69	51.44	.75	48.69	49.44	+ 86	10,186	10,100			10,183

XI. SCHOOL OF PHARMACY

The School of Pharmacy employs no women in academic positions according to the data in this summary.

APPENDIX A

Data for the School of Pharmacy

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison

College or School Pharmacy

Department Pharmacy

Department Code 2-68-1000

RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount		F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.	7.94		7.94	7.94		18,570		18,570		18,099		
Assoc. Prof.	3.30		3.30	3.30		14,356		14,356		13,850		
Asst. Prof.	5.21		5.21	5.21		12,055		12,055		12,061		
Inst.												
Admin.	3.00		3.00	3.00		18,137		18,137		16,180		
Prof. Sci. & Spec.	.70		.70	.70		11,221		11,221		11,455		
Total	20.15		20.15	19.70		15,814		15,814				

No Women

XII. MILWAUKEE CAMPUS

The Milwaukee campus was analyzed on a division basis in order that the samples might be large enough for comparison. Omitted were divisions that dealt primarily with a service or special program such as Housing and Inter-collegiate Athletics respectively. Included are the following thirteen major divisions on the Milwaukee campus:

School of Architecture

School of Business Administration

Computer Center

School of Education

College of Applied Science and Engineering

School of Fine Arts

Graduate School

College of Letters and Science

Library

School of Library and Information Science

School of Nursing

School of Pharmacy

School of Social Welfare

Of the thirteen divisions included in this analysis, two, the School of Architecture and the College of Applied Science and Engineering, employ no academic women. As the individual divisions can be viewed independently in the appendix, the tables that follow are summaries of the thirteen divisions.

2

TABLE I
SUMMARY OF MEN AND WOMEN IN THIRTEEN DIVISIONS,
BY TITLE, HEADCOUNT, AND FTE
Milwaukee Campus: 1969-70

TITLE	HEADCOUNT				FTE			
	Men	Women	Total	% Women	Men	Women	Total	% Women
PROFESSOR	142.53	18.50	161.03	11.5%	140.44	18.50	158.94	11.6%
ASSOCIATE PROFESSOR	116.55	19.76	136.31	14.5%	116.55	19.76	136.31	14.5%
ASSISTANT PROFESSOR	199.99	48.00	247.99	19.4%	198.15	46.60	244.75	19.0%
INSTRUCTOR	34.00	16.33	50.33	32.4%	32.50	15.83	48.33	32.8%
*LECTURER	30.12	40.08	70.20	57.1%	28.12	37.83	65.95	57.4%
ADMINISTRATION	18.84	2.00	20.84	9.6%	18.67	2.00	20.67	9.7%
PROFESSIONAL, SCIENTIFIC, AND SPECIALIST	68.43	94.25	162.68	57.9%	64.56	86.30	150.86	57.2%
TOTAL	580.34	198.84	779.18	25.5%	570.87	188.99	759.86	24.9%

*Lecturers were culled from the Professional, Scientific and Specialist category, as the latter category is a "catch-all" which includes Project Associates, Specialist, Lecturers, etc. Please note that they are included in the Professional, Scientific and Specialist figures.

As was found on the Madison campus, there is very little difference in the percentage of women between the Headcount and the FTE. On the Milwaukee campus the greatest concentration of women in percentage and numbers is at the Professional, Scientific and Specialist level; the title of Administration has the fewest women numerically and in percentage. The School of Nursing is the only division that has women represented in the category of Administration.

A review of the remaining levels of Lecturer through Professor shows that there is a consistent decrease in the percentage of women as the instructional level increases. The greatest percentage of women concerned with instruction

is at the title of Lecturer and the smallest at the rank of Professor, with consistent decreases along the way. However, numerically, the greatest concentration of women is at the rank of Assistant Professor.

While there is this pattern of the percentage of women decreasing (Lecturer through Professor) as the levels increase when viewing the summary for thirteen divisions, the pattern does not emerge consistently when viewing each division independently. For example, in Fine Arts, the highest percentage of women is at the rank of Professor.

It would be fruitful to compare the percentage of academic women in the thirteen divisions of the Milwaukee campus to the national figures for public universities. The national data is supplied by the Fall, 1966 issue of Higher Education, published by the United States Department of Health, Education and Welfare. The percentages for the Milwaukee campus are on a headcount basis and only the levels of Professor, Associate Professor, Assistant Professor, and Instructor are being compared.

TABLE II

THE PERCENTAGE OF ACADEMIC WOMEN BY LEVEL:

MILWAUKEE CAMPUS COMPARED TO NATIONAL PUBLIC UNIVERSITIES

<u>TITLE</u>	<u>MILWAUKEE</u>	<u>NATIONAL</u>
PROFESSOR	11.5	5.4
ASSOCIATE PROFESSOR	14.5	10.4
ASSISTANT PROFESSOR	19.4	14.8
INSTRUCTOR	<u>32.4</u>	<u>30.5</u>
TOTAL	21.0	14.0

Although the national figures are for 1966 and the Milwaukee figures for 1969, it can be seen that women on the Milwaukee campus would seem to fare far better than their female colleagues on the Madison campus. At each level the Milwaukee percentages exceed the national figures where the reverse was true for the Madison campus with the exception of the Instructor level. It might also be noted that on a national basis there is the pattern of the percentage of women decreasing as the levels increase.

In the analysis of the Madison campus it was found that as the levels increased from Instructor to Professor the dollar differential between men and women also consistently increased; the result being unfavorable to the women faculty. Does this pattern hold true for the Milwaukee campus? The mean average salary is the basis for comparison. The median is shown on the divisional data sheets.

TABLE III
DOLLAR DIFFERENTIAL BETWEEN MEN AND WOMEN FACULTY
SUMMARY OF THIRTEEN DIVISIONS, BY TITLE

Title	Mean Average Salary		Dollar Difference
	Men	Women	
PROFESSOR	17,954	16,246	- 1,708
ASSOCIATE PROFESSOR	13,904	13,104	- 800
ASSISTANT PROFESSOR	11,560	10,672	- 888
INSTRUCTOR	9,085	8,306	- 779

According to Table III, the Milwaukee campus does not follow the pattern of an unfavorable dollar differential increase for women as the level increases other than the fact that the greatest discrepancy between men and women is at the rank of Professor. Female Associate Professors, Assistant Professors, and Instructors all earn about \$800 less than their male colleagues when viewing the totals of thirteen major divisions. However, it should be kept in mind that there is variation when viewing the individual divisions independently.

Using the mean average salary as the basis for comparison, women earn less than their male colleagues at every level in twelve divisions. The only exception is at the Assistant Professor rank in the School of Business Administration where the dollar differential is favorable to women.

In the final analysis of the Milwaukee campus, it can be said that the women are generally concentrated at the lower levels of instruction and they earn less than their male colleagues of equal title. However, it should also be said that academic women fare better on the Milwaukee campus than the national figures regarding the percentage of women employed at each academic level. Further, female Professors and Associate Professors fare better on the Milwaukee campus than is true of the women in equal ranks on the Madison campus in terms of the dollar differential. On the other hand, female Assistant Professors and Instructors, show a greater dollar discrepancy when compared to their male colleagues at the Milwaukee campus than is true of academic women with these titles on the Madison campus. It would appear that further in-depth study is needed to determine if the apparent inequities on the Milwaukee campus are due to discrimination or to other significant variables.

APPENDIX A

Data for Milwaukee Campus

University of Wisconsin - 1969-70

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Architecture

Division Totals

Division Code 3-05

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.													
Assoc. Prof.	2.33		2.33	2.33		2.33	15,747		15,747		16,335		
Asst. Prof.	3.00		3.00	3.00		3.00	12,000		12,000		11,500		
Instr.													
Admin.	1.00		1.00	1.00		1.00	18,982		18,982		18,982		
Prof. Sci. & Spec.													
Total	6.33		6.33	6.33		6.33	14,482		14,482				

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Business Administration

Division Totals

Division Code 3-08

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female								
Prof.	8.50		8.50	8.50		19,285		19,285		19,285		19,285	
Assoc. Prof.	.27		.27	.27		20,455		20,455		20,455		20,455	
Asst. Prof.	14.12	2.00	16.12	13.62	2.00	12,992	13,809	13,096	+ 817	13,000	13,809	13,096	+809
Instr.	1.00		1.00	1.00		9,300		9,300		9,300		9,300	
Admin.	2.00		2.00	2.00		17,636		17,636		17,636		17,636	
*Prof. Sci. & Spec.	7.70	1.00	8.70	6.95	1.00	11,361	9,470	11,123	-1,891	9,818	9,470	11,123	-348
Total	33.59	3.00	36.59	32.34	3.00	14,532	12,362	14,347					

*Lecturer 4.70 4.20 4.20

STATUS OF WOMEN STUDY

Campus Milwaukee

Computer Center

Division Totals

Division Code 3-13

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total	Total	Total
Prof.													
Assoc. Prof.													
Asst. Prof.													
Instr.													
Admin.													
* Prof. Sci. & Spec.	9.23	1.00	10.23	9.23	1.00	10.23	10.690	9,982	10,620	9,122	9,982	+860	
Total	9.23	1.00	10.23	9.23	1.00	10.23	10,690	9,982	10,620				

*Lecturer .50

.50

.50

.50

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Education

Division Totals

Division Code 3-17

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	13.58	2.00	15.58	13.08	2.00	16,702	16,265	- 437	16,640	16,635	15,130	-1,505	
Assoc. Prof.	20.95	10.00	30.95	20.95	10.00	13,947	12,895	-1,052	13,607	13,593	12,825	- 768	
Asst. Prof.	23.12	8.49	31.61	23.12	8.49	11,567	11,274	- 293	11,488	11,755	11,500	- 255	
Instr.													
Admin.	2.42		2.42	2.42		18,389				18,389	19,023		
* Prof. Sci. & Spec.	8.00	16.75	24.75	7.00	15.75	11,679	9,388	-2,291	10,093	12,387	9,500	-2,887	
Total	68.07	37.24	105.31	66.57	36.24	13,584	11,178	-2,406	12,735				

*Lecturer 6.25 12.75 19.00 5.25 12.25 17.50

STATUS OF WOMEN STUDY

Campus Milwaukee

College of Engineering

Division Totals

Division Code 3-19

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	12.90		12.90	12.90		16,363			16,363	16,050			
Assoc. Prof.	8.00		8.00	8.00		14,425			14,425	14,400			
Asst. Prof.	24.50		24.50	24.50		12,284			12,284	12,250			
Instr.													
Admin.	2.00		2.00	2.00		18,515			18,515	15,515			
Prof. Sci. & Spec.	6.00		6.00	6.00		10,065			10,065	9,890			
Total	53.40		53.40	53.40		13,574			13,574				
*Lecturer	6.00		5.00	6.00									

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Fine Arts

Division Totals

Division Code 3-21

RANK	NUMBER						AVERAGE SALARY						MEDIAN		
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.	14.00	3.00	17.00	14.00	3.00	17.00	15,667	14,710	-957	15,498	15,403	15,000	-403		
Assoc. Prof.	9.00	1.00	10.00	9.00	1.00	10.00	12,804	12,220	-584	12,746	12,800	12,220	-580		
Asst. Prof.	21.33	4.00	25.33	21.33	4.00	25.33	10,803	10,184	-619	10,706	10,620	9,942	-678		
Instr.	9.00	1.00	10.00	9.00	1.00	10.00	8,546	8,500	-46	8,541	8,500	8,500	+0		
Admin.	1.67		1.67	1.67		1.67	17,469			17,469	17,469				
Prof. Sci. & Spec.	2.00		2.00	1.50		1.50	5,782			5,782	6,054				
Total	57.00	9.00	66.00	56.50	9.00	65.50	12,031	11,732	-299	11,990					

STATUS OF WOMEN STUDY

Campus Milwaukee

Graduate School

Division Totals

Division Code 3-34

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total										
Prof.	.77		.77	.77		.77	18,552				18,552	19,610				
Assoc. Prof.	.50		.50	.50		.50	15,900				15,900	15,900				
Asst. Prof.	1.50		1.50	1.50		1.50	12,108				12,108	11,300				
Instr.																
Admin.	2.67		2.67	2.67		2.67	17,081				17,081	18,000				
Prof. Sci. & Spec.	1.50	3.00	4.50	1.50	3.00	4.50	11,767	5,458		-6,309	7,561	12,650	6,068	-6,582		
Total	6.94	3.00	9.94	6.94	3.00	9.94	14,917	5,458			12,075					
*Lecturer	.50		.50	.50		.50										

STATUS OF WOMEN STUDY

Campus Milwaukee

College of Letters and Science

Division Totals

Division Code 3-48

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount		F.T.E.		Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Male	Female									
Prof.	90.28	9.50	99.78	88.69	9.50	98.19	18,666	17,021	-1,645	18,506	15,850	-2,195	
Assoc. Prof.	69.08	6.76	75.84	69.08	6.76	75.84	13,825	13,258	- 567	13,776	13,255	- 545	
Asst. Prof.	108.00	15.00	123.00	106.66	14.50	121.16	11,268	10,459	- 809	11,171	10,450	- 675	
Instr.	21.00	4.33	25.33	19.50	3.83	23.33	9,390	7,868	-1,522	9,138	8,350	-1,125	
Admin.	3.08		3.08	2.91		2.91	20,124			20,124	21,000		
* Prof. Sci. & Spec.	17.33	30.50	47.83	17.16	28.58	45.74	12,776	7,753	-5,023	9,635	7,100	-4,886	
Total	308.77	66.09	374.86	304.00	63.17	367.17							

*Lecturer 6.50 22.33 28.83 6.50 21.83 28.33

STATUS ☐ WOMEN STUDY

Campus Milwaukee

Library

Division Totals

Division Code 3-50

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	1.00		1.00	1.00		1.00	12,764			.	12,764	12,764		
Assoc. Prof.	3.00		3.00	3.00		3.00	13,745				13,745	13,664		
Asst. Prof.		2.00	2.00		2.00	2.00		8,406			8,406	8,406		
Instr.	3.00	2.00	5.00	3.00	2.00	5.00	8,643	7,776	- 867	- 867	8,296	8,182	7,776	- 406
Admin.	1.00		1.00	1.00		1.00	20,373				20,373	20,373		
Prof. Sci. & Spec.	3.00	12.00	15.00	3.00	11.00	14.00	5,046	6,165	+1,119	+1,119	5,925	5,073	6,400	+1,327
Total	11.00	16.00	27.00	11.00	15.00	26.00								

STATUS ☐ WOMEN STUDY

Campus Milwaukee

School of Library and Information Science

Division Totals

Division Code 3-51

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	15,085	13,550	-1,535	14,318	15,085	13,550	-1,535	
Asst. Prof.	1.00	1.51	2.51	1.00	1.51	15,950	12,915	-3,035	14,126	15,950	12,915	-3,035	
Instr.													
Admin.													
*Prof. Sci. & Spec.	3.00	3.00	6.00	2.50	2.25	15,482	10,040	-5,442	12,904	14,510	9,600	-4,910	
Total	5.00	5.51	10.51	4.50	4.76								
*Lecturer	2.00	3.00	5.00	1.50	2.25	3.75 (Remaining male is Director)							

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Nursing

Division Totals

Division Code 3-65

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.		2.00	2.00		2.00		2.00		15,273		15,273		
Assoc. Prof.													
Asst. Prof.		13.00	13.00		12.10		12.10		10,229		10,174		
Instr.		9.00	9.00		9.00		9.00		8,588		8,484		
Admin.		2.00	2.00		2.00		2.00		16,793		16,793		
*Prof. Sci. & Spec.	1.00	8.00	9.00	1.00	7.00		8.00	-3,466	7,390	10,856	7,710	-3,146	
Total	1.00	34.00	35.00	1.00	32.10		33.10						

*Lecturer : 1.00 1.00 .50 .50

STATUS OF WOMEN STUDY

Campus Milwaukee

School of Pharmacy

Division Totals

Division Code 3-68

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
			Male	Female	Total								
Prof.													
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	14,800	14,600	-200	14,700	14,800	14,600	-200	
Asst. Prof.													
Instr.													
Admin.													
Prof. Sci. & Spec.													
Total	1.00	1.00	2.00	1.00	1.00								

STATUS ☐ WOMEN STUDY

Campus Milwaukee

School of Social Welfare

Division Totals

Division Code 3-86

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.50	2.00	3.50	1.50	2.00	3.50	17,433	17,050	17,215	- 383	17,433	17,050	- 383
Assoc. Prof.	1.42		1.42	1.42		1.42	15,082		15,082		15,300		
Asst. Prof.	3.42	2.00	5.42	3.42	2.00	5.42	12,549	10,749	11,892	-1,800	12,486	10,749	-1,737
Instr.													
Admin.	3.00		3.00	3.00		3.00	19,428		19,428		17,026		
*Prof. Sci. & Spec.	9.67	19.00	28.67	8.72	16.72	25.44	11,057	9,321	9,918	-1,736	10,918	9,400	-1,518
Total	19.01	23.00	42.01	18.06	20.72	38.78							
*Lecturer	3.67	1.00	4.67	3.67	1.00	4.67							

STATUS OF WOMEN STUDY

Campus Milwaukee

13 Divisions

Totals

Department Code

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	142.53	18.50	161.03	140.44	18.50	158.94	17,954	16,246	-1,708					
Assoc. Prof.	116.55	19.76	136.31	116.55	19.76	136.31	13,904	13,104	- 800					
Asst. Prof.	199.99	48.00	247.99	198.15	46.60	244.75	11,560	10,672	- 888					
Instr.	34.00	16.33	50.33	32.50	15.83	48.33	9,085	8,306	- 779					
Admin.	18.84	2.00	20.84	18.67	2.00	20.67	18,628	16,793	-1,835					
Prof. Sci. & Spec.	68.43	94.25	162.68	64.56	86.30	150.86	11,252	8,149	-3,103					
Total	580.34	198.84	779.18	570.87	188.99	759.86								

*Lecturer 30.12 40.08 70.20 28.12 37.83 65.95

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XIII. GREEN BAY COMPLEX

① The Green Bay report concerns the following divisions:

- Academic Division
- College of Community Sciences
- College of Creative Communication
- College of Environmental Sciences
- College of Human Biology
- School of Professional Studies

All departments of the following campuses which parallel divisions listed above have been included in the statistics for

- Fox Valley Campus
- Manitowoc County Campus
- Marinette County Campus

① This report does not concern itself with the service oriented and special program oriented divisions of:

- General Educational Administration
- General Services
- Instructional Resources
- Library
- Office of Community Outreach and Research
- Physical Plant
- Student Aid
- Auxiliary Enterprises
- Summer Session
- Student Work-Study Program

nor have service and special program oriented departments of the Fox Valley, ① Manitowoc, and Marinette County Campuses been considered.

The appendix contains data for each College and branch campus.

No women considered in this report hold the title of Professor, Administration, or Lecturer. Women appear at all levels employing men on the Fox Valley Campus and, except for Administration, in the College of Human Biology. The School of Professional Studies employs no women. Representation varies in the remaining divisions. When we compare positions held by men with those held by women, we find that there are no instructional level women in the Academic Division, no female Instructors or Associate Professors in the College of Community Sciences, no female Professors or Associate Professors in the College of Creative Communication, no female Associate or Assistant Professors on the Manitowoc County Campus and no female Instructors on the Marinette County campus.

The following tables summarize the data gathered for this report.

TABLE I
PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)
Green Bay
University of Wisconsin
1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	0	0
Associate Professor	11.5	11.6
Assistant Professor	14.2	13.0
Instructor	10.6	10.6
Administration	0	0
Professional, Scientific, & Specialist	16.8	16.5
*Lecturer	0	0
Total (All titles)	12.2	11.7

* Lecturers are culled from the Professional, Scientific, and Specialist category.

TABLE II
 NUMBERS OF WOMEN (BY TITLE)
 Green Bay
 University of Wisconsin
 1969-70

Title	Number of Women	
	Headcount	FTE
Professor	0	0
Associate Professor	2.00	2.00
Assistant Professor	10.00	9.00
Instructor	5.00	5.00
Administration	0	0
Professional, Scientific & Specialist	2.00	1.93
Total	19.00	17.93

TABLE III
 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
 Green Bay
 University of Wisconsin
 1969-70

Title	Dollar Differential
Associate Professor	- 725
Assistant Professor	- 216
Instructor	- 500
Professional, Scientific, & Specialist	+1530

The statistics show no uniform pattern in the distribution of women. The largest number and percentage of instructional level women are Assistant Professors and their unfavorable dollar differential is the smallest in the three instructional levels at which women are employed. The dollar differential is extremely favorable to women of the Professional, Scientific, and Specialist category and the largest percent, though smallest FTE count of women is employed at that level.

Green Bay employs a higher percentage of female Associate Professors than is shown in the Madison campus or national statistics on page ⁵7, Table I of the Madison report. The percentage of female Assistant Professors is the same as Madison's, and hence, lower than the national statistics. Figures for female Instructors were lower than Madison campus or national percentages.

A P P E N D I X A

Data for Green Bay Complex

University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Academic Division

Department Division Totals

Department Code 5-05

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.	.33		.33	.33		13,750			13,750	13,750			
Asst. Prof.	2.92		2.92	2.84		11,705			11,705	11,595			
Instr.	1.00		1.00	1.00		11,500			11,500	11,500			
Admin.													
Prof. Sci. & Spec.	5.17	1.00	6.17	5.08	.93	10,795	4,909	-5,886	9,884	12,510	4,909		
Total	9.42	1.00	10.42	9.25	.93	11,256	4,909	-6,347	10,676				

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School College of Community Sciences
 Department Division Totals
 Department Code 5-20

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.														
Assoc. Prof.	3.50		3.50	3.42		15,092			15,092	15,125				
Asst. Prof.	7.00	1.00	8.00	6.91	1.00	11,716	12,500	+784	11,815	12,000	12,500	+500		
Instr.	6.00		6.00	6.00		10,617			10,617	10,875				
Admin.	1.00		1.00	1.00		20,250			20,250	20,250				
Prof. Sci. & Spec.														
Total	17.50	1.00	18.50	17.50	1.00	12,494	12,500	+ 6	12,494					

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School College of Creative Communication
 Department Division Totals
 Department Code 5-25

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	1.67		1.67	1.34		1.34			1.34	19,500			19,500
Assoc. Prof.	4.67		4.67	4.67		4.67			4.67	13,322			13,322
Asst. Prof.	11.04	3.00	14.04	11.04	3.00	11.04	3.00	-688	10,333	11,000	10,250	-750	10,250
Instr.	8.00	1.00	9.00	8.00	1.00	9,438	9,250	-188	9,417	9,750	9,250	-500	9,250
Admin.	1.00		1.00	1.00		19,227			19,227	19,227			19,227
Prof. Sci. & Spec.	2.00		2.00	2.00		12,170			21,170	12,170			12,170
Total	28.38	4.00	32.38	28.05	4.00	11,729	10,063	-1,666	11,524				11,524

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STATUS OF WOMEN STUDY

Campus Green Bay

College or School College of Environmental Sciences

Department Division Totals

Department Code 5-30

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Total
	Male	Female	Total	Male	Female								
Prof.	1.50		1.50	1.42		1.42		1.42		17,806	17,863		
Assoc. Prof.	1.50	1.00	2.50	1.42	1.00	2.42		2.42	-3,595	15,609	16,470	13,500	-2,970
Asst. Prof.	13.00	1.00	14.00	13.00	1.00	14.00		14.00	+1,769	11,357	11,000	13,000	+2,000
Instr.	4.00	1.00	5.00	4.00	1.00	5.00		5.00	-1,625	10,550	10,750	9,250	-1,500
Admin.	1.50		1.50	1.41		1.41		1.41		18,706	17,595		
*Prof. Sci. & Spec.	.25		.25	.25		.25		.25		9,818	9,818		
Total	21.75	3.00	24.75	21.50	3.00	24.50		24.50	- 543	11,917			12,393

*All Lecturer

STATUS OF MEN STUDY

Campus Green Bay
 College or School College of Human Biology
 Department Division Totals
 Department Code 5-35

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00	2.00	3.00	1.00	1.50	12,000	10,917	22,917	-1,083	11,350	12,000	11,250	-750	
Instr.	2.00	1.00	3.00	2.00	1.00	11,000	10,250	21,250	- 750	10,750	11,000	10,250	-750	
Admin.	1.00		1.00	.92		19,227		19,227		19,227	19,227			
Prof. Sci. & Spec.	.50	1.00	1.50	.41	1.00	15,545	18,500	34,045	+2,955	17,641	15,545	18,500	+2,955	
Total	4.50	4.00	8.50	4.33	3.50	13,418	12,893	26,311	- 525	13,179				

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*Lecturer .50 .50 .41

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School School of Professional Studies
 Department Division Totals
 Department Code 5-40

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	.33		.33	.33		18,000			18,000	18,000			
Assoc. Prof.	1.00		1.00	1.00		15,000			15,000	15,000			
Asst. Prof.	4.54		4.54	4.54		11,833			11,833	12,000			
Instr.													
Admin.	1.00		1.00	1.00		19,227			19,227	19,227			
* Prof. Sci. & Spec.	.67		.67	.67		14,750			14,750	14,750			
Total	7.54		7.54	7.54		13,763			13,763				

*All Lecturer

STATUS OF WOMEN STUDY

Totals have been computed to include only those departments which parallel Green Bay divisions relevant to and included in this report.

Campus Green Bay

College or School Fox Valley Campus

Department See Note to Left - Totals

Department Code 5-82

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.														
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	13,583	13,750	+167	13,625	13,750	13,750			
Asst. Prof.	10.00	2.00	12.00	10.00	1.50	11,120	11,000	-120	11,104	11,000	10,875	-125		
Instr.	8.00	1.00	9.00	8.00	1.00	9,463	10,000	+537	9,522	9,625	10,000	+375		
Admin.														
Prof. Sci. & Spec.														
Total	21.00	4.00	25.00	21.00	3.50	10,840	11,500	+660	10,935					

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STATUS OF OPEN STUDY

Campus Green Bay

College or School Fox Valley Campus

Department Totals - College of Community Sciences

Department Code 5-82-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
322 Assoc. Prof.														
Asst. Prof.	1.00		1.00	1.00		1.00	10,450			10,450	10,450			
Instr.	3.00		3.00	3.00		3.00	10,083			10,083	10,000			
Admin.														
Prof. Sci. & Spec.														
Total	4.00		4.00	4.00		4.00	10,175			10,175				

STATUS OF TEN STUDY

Campus Green Bay

College or School Fox Valley Campus

Department College of Creative Communication - Totals

Department Code 5-82-48

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
Prof.														
Assoc. Prof.	2.00	1.00	3.00	2.00	1.00	3.00	13,375	13,750	+375	13,500	13,375	13,750	+ 375	
Asst. Prof.	6.00	1.00	7.00	6.00	1.00	7.00	10,958	11,250	+292	11,000	10,625	11,250	+ 625	
Instr.	3.00	1.00	4.00	3.00	1.00	4.00	8,733	10,000	+1,267	9,050	8,500	10,000	+1,500	
Admin.														
Prof. Sci. & Spec.														
Total	11.00	3.00	14.00	11.00	3.00	14.00	10,791	11,667	+876	10,979				

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Fox Valley Campus

Department College of Environmental Sciences - Totals

Department Code 5-82-56

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	1.00		1.00			1.00	14,000				14,000	14,000			
Asst. Prof.	3.00		3.00			3.00	11,667				11,667	11,500			
Instr.	2.00		2.00			2.00	9,625				9,625	9,625			
Admin.															
Prof. Sci. & Spec.															
Total	6.00		6.00			6.00	11,375				11,375				

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School Fox Valley Campus
 Department College of Human Biology - Totals
 Department Code 2-82-64

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
325 Assoc. Prof.															
Asst. Prof.		1.00	1.00		.50	.50		10,500		10,500		10,500			
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total		1.00	1.00		.50	.50		10,500		10,500					

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STATUS OF WOMEN STUDY

Totals have been computed to include only those departments which parallel Green Bay divisions relevant to and included in this report.

Campus Green Bay

College or School Manitowoc County Campus

Department See Note to Left - Totals

Department Code 5-89

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.	1.40		1.40	1.33		14,507			14,507	14,260			
Asst. Prof.	5.00		5.00	5.00		11,100			11,100	11,250			
Instr.	4.00	1.00	5.00	4.00	1.00	9,313	8,500	- 813	9,150	9,250	8,500	-750	
Admin.													
*Prof. Sci. & Spec.	.33		.33	.33		14,750			14,750	14,750			
Total	10.73	1.00	11.73	10.33	1.00	11,287	8,500	-2,787	11,073				

326

*All Lecturer

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School Manitowoc County Campus
 Department College of Community Sciences - Totals
 Department Code 5-89-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.															
Asst. Prof.	2.00	•	2.00	2.00		2.00	11,625				11,625	11,625			
Instr.															
Admin.															
*Prof. Sci. & Spec.	.33		.33	.33		.33	14,750				14,750	14,750			
Total	2.33		2.33	2.33		2.33	12,068				12,068				

*All Lecturer

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Manitowoc County Campus

Department College of Creative Communication - Totals

Department Code 5-89-48

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount		F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.	.40		.40	.33		13,770			13,770	13,770			
Asst. Prof.	1.00		1.00	1.00		10,000			10,000	10,000			
Instr.	2.00	1.00	3.00	2.00	1.00	8,875	8,500	-375	8,750	8,875	8,500	-375	
Admin.													
Prof. Sci. & Spec.													
Total	3.40	1.00	4.40	3.33	1.00	9,698	8,500	-1,198	9,421				

STATUS OF WOMEN STUDY

Campus Green Bay

College or School Manitowoc County Campus

Department College of Environmental Sciences - Total

Department Code 5-89-56

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.	1.00		1.00	1.00		1.00			14,750	14,750			
Asst. Prof.	1.00		1.00	1.00		1.00			11,500	11,500			
Instr.	2.00		2.00	2.00		2.00			9,750	9,750			
Admin.													
Prof. Sci. & Spec.													
Total	4.00		4.00	4.00		4.00			11,438				

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School Manitowoc County Campus
 Department College of Human Biology - Totals
 Department Code 5-89-64

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00		1.00	1.00		1.00	10,750		10,750	10,750				
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00		1.00	1.00		1.00	10,750		10,750	10,750				

STATUS WOMEN STUDY

Totals have been computed for selected departments rather than the entire division. Only those departments which paralleled divisions on the Green Bay Campus included in this report have been made part of the totals on this sheet.

Campus Green Bay
 College or School Marinette County Campus
 Department See Note to Left - Totals
 Department Code 5-91

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.														
Assoc. Prof.														
Asst. Prof.	6.00	1.00	7.00	6.00	1.00	11,083	10,250	-833	10,964	11,125	10,250	-875		
Instr.	9.00		9.00	9.00	9.00	9,861			9,861	10,000				
Admin.														
Prof. Sci. & Spec.	1.00		1.00	1.00	1.00	8,500			8,500	8,500				
Total	16.00	1.00	17.00	16.00	1.00	10,234	10,250	+ 16	10,235					

*All Lecturer

STATUS OF WOMEN STUDY

Campus Green Bay
 College or School Marinette County Campus
 Department College of Community Sciences - Totals
 Department Code 5-91-40

RANK	NUMBER						AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female	Total									
Prof.															
Assoc. Prof.	1.00		1.00		1.00	1.00	11,000				11,000	11,000			
Asst. Prof.	2.00		2.00		2.00	2.00	8,875				8,875	8,875			
Instr.															
Admin.															
Prof. Sci. & Spec.															
Total	3.00		3.00		3.00	3.00	9,583				9,583				

STATUS OF MEN STUDY

Campus Green Bay

College or School Marinette County Campus

Department College of Creative Communication - Totals

Department Code 5-91-48

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RANK	NUMBER					AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female							
Prof.												
Assoc. Prof.												
Asst. Prof.	4.00	1.00	5.00	4.00	1.00	11,063	10,250	10,900	- 813	11,125	10,250	-875
Instr.	1.00		1.00	1.00		10,000		10,000		10,000		
Admin.												
*Prof. Sci. & Spec.	1.00		1.00	1.00		8,500		8,500		8,500		
Total	6.00	1.00	7.00	6.00	1.00	10,458	10,250	10,429	- 208			

*All Lecturer

STATUS O. WOMEN STUDY

Campus Green Bay
 College or School Marinette County Campus
 Department College of Environmental Sciences - Total
 Department Code 5-91-56

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.													
Asst. Prof.	1.00		1.00	1.00		11,250			11,250	11,250			
Instr.	6.00		6.00	6.00		10,167			10,167	10,250			
Admin.													
Prof. Sci. & Spec.													
Total	7.00		7.00	7.00		10,321			10,321				

TOTALS-GREEN BAY

STATUS OF MEN STUDY

Campus Green Bay
 College or School Totals-Men and Women
 Department _____
 Department Code 5

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total										
Prof.	3.50		3.50		3.09		18,561				18,561					
Assoc. Prof.	15.40	2.00	17.40		15.17	2.00	14,350	13,625	-725		14,265					
Asst. Prof.	60.50	10.00	70.50		60.33	9.00	11,285	11,069	-216		11,257					
Instr.	42.00	5.00	47.00		42.00	5.00	9,950	9,450	-500		9,897					
Admin.	5.50		5.50		5.33		**									
*Prof. Sci. & Spec.	9.92	2.00	11.92		9.74	1.93	10,430	11,960	+1,530		10,683					
Total	136.82	19.00	155.82		135.66	17.93	11,319	10,999	-320		11,280					

*Lecturers 2.75 2.75 2.66 2.66

**Administration salaries not included here or in totals.

XIV. PARKSIDE COMPLEX

The following divisions are included in this report:

School of Modern Industry

College of Science and Society.

The appendix contains data for both divisions and departments within them. No data has been included for sub-departments.

Excluded are divisions dealing primarily with a service or special program.

The excluded divisions are:

General Educational Administration

General Services

Arboretum

Athletics

Auxiliary Enterprises

Leadership and Need Scholarship Program

Learning Center

Library

Physical Plant

Summer Session

Student Loans

No women hold the rank of Professor on the Parkside campus. They are represented in the two divisions included in this study, but are not present in either the departments of Education - Physical Education or Social Science within the College of Science and Society.

Summary tables for the entire campus are included below and the appendix contains data for divisions and departments.

TABLE I
PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Parkside Campus
University of Wisconsin
1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	0%	0%
Associate Professor	20.6%	20.6%
Assistant Professor	5.5%	5.5%
Instructor	18.3%	18.3%
Professional, Scientific & Specialist	60.0%	60.0%
*Lecturer	50.0%	50.0%
Total	13.6%	13.6%

* Lecturers have been culled from the Professional, Scientific, and Specialist category.

TABLE II
NUMBER OF WOMEN (BY TITLE)

Parkside Campus
University of Wisconsin
1969-70

Title	Number of Women	
	Headcount	FTE
Professor	0	0
Associate Professor	2.00	2.00
Assistant Professor	2.00	2.00
Instructor	3.00	3.00
Professional, Scientific, & Specialist	3.00	3.00
*Lecturer	2.00	2.00
Total	10.00	10.00

* See note at bottom of Table I.

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Parkside Campus
University of Wisconsin
1969-70

Title	Dollar Differential
Associate Professor	-1388
Assistant Professor	- 448
Instructor	+ 185
Professional, Scientific, & Specialist	- 717

In numbers, women are fairly uniformly distributed throughout the academic levels at positions in which they are employed. In percentages, however, there is no uniform pattern other than the large concentration of women in the Professional, Scientific, and Specialist category and the much smaller concentration of women in the higher academic positions. In the professorial ranks, as rank increases, dollar differential increases. The one level at which the dollar differential is favorable to women is the Instructor level.

A comparison with the Madison campus statistics will show that a larger percentage of women are employed at Parkside with the title of Associate Professor and that the Parkside percentage is greater than the national percentage cited on page seven⁵, Table I of the report. At the levels of Professor, Assistant Professor, and Instructor, however, Parkside employs a percentage of women smaller than the levels shown in the Madison or national statistics.

A P P E N D I X A

Data for Parkside Complex

University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Parkside

College or School School of Modern Industry

Department Engineering Science

Department Code 4-60-1200

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.00	1.00	2.00	1.00	1.00	2.00	10,500	12,300	+1800	11,400	10,500	12,300	+1800	
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	1.00	1.00	2.00	1.00	1.00	2.00	10,500	12,300	+1800	11,400				

STATUS OF WOMEN STUDY

Campus Parkside
 College or School College of Science and Society
 Department Division Totals
 Department Code 4-76

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.	6.00		6.00	6.00		17,558			17 558					
Assoc. Prof.	7.69	2.00	9.69	7.69	2.00	14,438	13,050	-1388	14,151					
Asst. Prof.	33.61	1.00	34.61	33.61	1.00	11,632	10,000	-1632	11,585					
Instr.	13.35	3.00	16.35	13.35	3.00	9,848	10,033	+ 185	9,882					
Admin.														
Prof. Sci. & Spec.	2.00	3.00	5.00	2.00	3.00	10,750	10,033	- 717	10,320					
Total	62.65	9.00	71.65	62.65	9.00	12,136	10,700	-1436	11,955					

*Lecturers 2.00 2.00 4.00 2.00 2.00 4.00

STATUS OF WOMEN STUDY

Campus Parkside
 College or School College of Science and Society
 Department Education - Physical Education
 Department Code 4-76-20

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.												
Assoc. Prof.												
Asst. Prof.	3.25		3.25	3.25		3.25		12,509				12,509
Instr.	.85		.85	.85		.85		10,135				10,135
Admin.												
Prof. Sci. & Spec.												
Total	4.10		4.10	4.10		4.10		12,017				12,017

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STATUS OF WOMEN STUDY

Campus Parkside

College or School College of Science and Society

Department Humanistic Studies

Department Code 4-76-40

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	1.00		1.00	1.00		18,000			18,000	18,000			
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	14,267	12,500	-1767	13,825	14,500	12,500	-2000	
Asst. Prof.	14.36		14.36	14.36		11,434			11,434	11,400			
Instr.	4.00	2.00	6.00	4.00	2.00	9,875	10,250	+ 375	10,000	9,600	10,250	+ 650	
Admin.													
Prof. Sci. & Spec.		1.00	1.00		1.00		11,000		11,000		11,000		
Total	22.36	4.00	26.36	22.36	4.00	11,827	11,000	- 827	11,703				

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STATUS OF WOMEN STUDY

Campus Parkside
 College or School College of Science and Society
 Department Science
 Department Code 4-76-60

RANK	NUMBER					AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	5.00		5.00	5.00		17,470			17,470	17,500			
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	14,318	13,600	- 718	14,139	14,400	13,600	- 800	
Asst. Prof.	13.00	1.00	14.00	13.00	1.00	11,708	10,000	-1708	11,586	12,000	10,000	-2000	
Instr.	2.50	1.00	3.50	2.50	1.00	9,420	9,600	+ 180	9,471	9,500	9,600	+ 100	
Admin.													
*Prof. Sci. & Spec.	1.00	2.00	3.00	1.00	2.00	11,500	9,550	-1950	10,200	11,500	9,550	-1950	
Total	24.50	5.00	29.50	24.50	5.00	12,961	10,460	-2501	12,537				

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344

*All lecturers.

STATUS OF WOMEN STUDY

Campus Parkside
 College or School College of Science and Society
 Department Social Science
 Department Code 4-76-80

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof.												
Assoc. Prof.	1.69		1.69	1.69		1.69		14,953	15,032			
Asst. Prof.	3.00		3.00	3.00		3.00		11,300	11,500			
Instr.	6.00		6.00	6.00		6.00		9,967	9,950			
Admin.												
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00		10,000	10,000			
Total	11.69		11.69	11.69		11.69		11,032	10,000			

*All lecturers.

STATUS OF WOMEN STUDY

Campus Parkside

College or School Totals: Men and Women

Department _____

Department Code 4

RANK	NUMBER				AVERAGE SALARY				MEDIAN				
	Headcount			F.T.E.	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total										
Prof.	6.00		6.00		6.00	17,558			17,558				
Assoc. Prof.	7.69	2.00	9.69		9.69	14,438	13,050	-1388	14,151				
Asst. Prof.	34.61	2.00	36.61		36.61	11,598	11,150	- 448	11,573				
Instr.	13.35	3.00	16.35		16.35	9,848	10,033	+ 185	9,882				
Admin.													
Prof. Sci. & Spec.	2.00	3.00	5.00		5.00	10,750	10,033	- 717	10,320				
Total	63.65	10.00	73.65		73.65	12,110	10,860	-1250	11,940				

*Lecturers 2.00 2.00 4.00 2.00 4.00

XV. CENTER SYSTEM

The following divisions are included with certain departments left out.

They are:

Departments

All of the Baraboo Sauk County Campus

Marathon County Campus

Marshfield-Wood County Campus

Rock County Campus

Sheboygan County Campus

Waukesha County Campus

except for the departments of

Administration

Athletics

Library

Student Affairs

on each campus, and

All of the Washington County Campus

except for the departments of

Administration

Library.

Excluded from the report were the service-oriented and special program divisions of

General Educational Administration

General Services

Leadership and Need Scholarship Program

Library

Student Loan Funds

Summer Session

Student Work-Study Programs

Women are employed in all divisions except for the one called Departments. There are no women holding the rank of Professor in the Center System, the Baraboo-Sauk County Campus has men but no women of professorial rank, and the Marathon County, Rock County and Waukesha County campuses have men but no women holding the Associate Professor rank.

The tables below summarize data for the entire Center System. An appendix contains campus by campus totals and percentages, but there are no data sheets for individual departments.

TABLE I
PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED
BY WOMEN (BY TITLE)
Center System
University of Wisconsin
1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	0%	0%
Associate Professor	6.2%	6.2%
Assistant Professor	21.3%	21.3%
Instructor	16.9%	17.1%
Professional, Scientific and Specialist	47.2%	44.3%
*Lecturer	47.8%	45.2%
Totals	19.6%	18.6%

*Lecturers have been culled from the Professional, Scientific and Specialist categories.

TABLE II
NUMBER OF WOMEN (BY TITLE)
Center System
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	0	0
Associate Professor	1.00	1.00
Assistant Professor	12.00	12.00
Instructor	18.50	18.50
Professional, Scientific and Specialist	9.00	5.63
*Lecturer	9.00	5.63
Total	40.50	37.13

*See note to Table I

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
Center System
University of Wisconsin
1969-70

Title	Dollar Differential
Associate Professor	+141
Assistant Professor	- 39
Instructor	-234
Professional, Scientific and Specialist	- 31

4

At the upper instructional levels, the numbers of women, though not the percentages, decrease as the level increases. On the other hand, dollar differential is most unfavorable at the Instructor level and most favorable at the Associate Professor rank (only one salary represented, however, at this rank).

The Center System employs a smaller percentage of women as Professors, Associate Professors, and Instructors than will be found in the Madison campus and national statistics on page 10⁵, Table ~~X~~^I. At the rank of Assistant Professor, on the other hand, the Center System percentage is higher than the Madison campus and national percentages.

APPENDIX A

Data for the Center System

University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Center System

College or School Baraboo-Sauk County Campus

Division Totals

Division Code 8-15

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total										
Prof.	.25		.25	.25		.25	15,900				15,900	15,900				
Asso. Prof.	1.84		1.84	1.84		1.84	14,490				14,490	12,273				
Asst. Prof.	1.00		1.00	1.00		1.00	10,900				10,900	10,900				
Instr.	5.16	1.33	6.49	5.16	1.33	6.49	9,096	9,127	+ 31	9,107	9,000	8,866	-134			
Admin.																
Prof. Sci. & Spec.	4.00	3.00	7.00	2.08	1.46	3.54	9,038	8,662	- 376	8,883	8,900	8,788	-112			
Total	12.25	4.33	16.58	10.33	2.79	13.12	10,385	8,894	-1,491	10,068						

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Marathon County Campus

Division Totals

Division Code 8-28

RANK	NUMBER						AVERAGE SALARY				MEDIAN		
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total
	Male	Female	Total	Male	Female	Total							
Prof.	1.00		1.00	1.00		1.00	16,000				16,000		
Assoc. Prof.	5.91		5.91	5.91		5.91	12,756				12,756		
Asst. Prof.	9.50	2.00	11.50	9.50	2.00	11.50	11,302	11,112	-190		11,157	11,112	-45
Instr.	11.34	2.00	13.34	11.34	2.00	13.34	9,215	8,988	-227		9,191	8,988	-203
Admin.													
*Prof. Sci. & Spec.	1.25	1.00	2.25	.50	.67	1.17	3,900	9,103	+203		8,901	9,103	+202
Total	29.00	5.00	34.00	28.25	4.67	32.92	10,895	9,914	-981				

*Lecturers 1.00 1.00 2.00 .25 .67 .92

STATUS OF WOMEN STUDY

Campus Center System

College or School Marshfield - Wood County Campus

Division Totals

Division Code 8-32

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.														
Assoc. Prof.														
Asst. Prof.	1.42	1.00	2.42	1.42	1.00	2.42	11,809	11,066	-743	11,502	11,888	11,066	-822	
Instr.	12.66	1.00	13.66	12.66	1.00	13.66	9,213	9,200	-13	9,212	9,124	9,200	+76	
Admin.														
*Prof. Sci. & Spec.		1.00	1.00		.50	.50		9,020		9,020		9,020		
Total	14.08	3.00	17.08	14.08	2.50	16.58	9,477	9,910	+433	9,542				

354

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Rock County Campus

Division Totals

Division Code 8-35

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Total	Dollar Dif.	Male	Female	Total	Dollar Dif.
	Male	Female	Total	Male	Female	Total								
Prof.	.21		.21	.21		.21	15,545		15,545		15,545		15,545	
Assoc. Prof.	2.00		2.00	2.00		2.00	12,000		12,000		12,000		12,000	
Asst. Prof.	5.00	3.00	8.00	5.00	3.00	8.00	10,110	10,269	10,169	+159	10,000	10,218	10,218	+218
Instr.	14.33	2.67	17.00	13.58	2.67	16.25	9,136	9,090	9,129	- 46	9,170	8,700	8,700	-470
Admin.														
*Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.50	1.50	10,282	9,900	10,155	-382	10,282	9,900	9,900	-382
Total	22.54	6.67	29.21	21.79	6.17	27.96	9,742	9,724	9,738	- 18				

A-4

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Sheboygan County Campus

Division Totals

Division Code 8-37

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.													
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	14,000	13,535	- 465	27,535	14,000	13,535	-465	
Asst. Prof.	6.00	1.00	7.00	6.00	1.00	10,929	11,500	+ 571	11,010	10,532	11,500	+968	
Instr.	13.42	1.00	14.42	13.42	1.00	9,226	8,492	- 734	9,175	8,904	8,492	-412	
Admin.													
*Prof. Sci. & Spec.	1.00		1.00	.67		8,358			8,358	8,358			A-5
Total	21.42	3.00	24.42	21.09	3.00	9,910	11,176	+1,266	10,068				

356

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Washington County Campus

Division Totals

Division Code 8-38

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Total	Male	Female									
Prof.														
Assoc. Prof.														
Asst. Prof.	3.00	1.00	4.00		1.00	3.00	1.00			10,212	12,720	+2,508	10,839	10,201 12,720 +2,519
Instr.	16.50	1.00	17.50		1.00	16.50	1.00			9,465	8,500	-965	9,410	9,400 8,500 -900
Admin.														
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00				10,266			10,266	10,266
Total	20.50	2.00	22.50	20.50	2.00	20.50	2.00			9,612	10,610	+998	9,701	

A-6

STATUS OF WOMEN STUDY

Campus Center System
 College or School Waukesha County Campus
 Division Totals
 Division Code 8-39

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount		F.T.E.		Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total	
	Male	Female	Male	Female										
Prof.														
Assoc. Prof.	3.00		3.00		3.00	13,587			13,587	14,000				
Asst. Prof.	17.86	4.00	21.86		21.86	10,756	10,363	-393	10,684	10,831	10,358	-473		
Instr.	17.20	9.50	26.70		26.08	9,211	9,063	-148	9,157	9,056	8,958	-98		
Admin.														
*Prof. Sci. & Spec.	1.25	3.00	4.25		3.75	10,798	10,870	+72	10,846	11,229	10,775	-454		A-7
Total	39.31	16.50	55.81		54.69	10,314	9,670	-644	10,126					

358

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Departments

Division Totals

Division Code 8-44

RANK	NUMBER				AVERAGE SALARY				MEDIAN			
	Headcount		F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total						
Prof. 359	4.38		4.38	4.38		4.38		16,390	16,875			
Assoc. Prof.	1.38		1.38	1.38		1.38		15,738	15,464			
Asst. Prof.	.64		.64	.64		.64		12,661	12,659			
Instr.	.30		.30	.30		.30		9,500	9,500			
Admin.												
*Prof. Sci. & Spec.	.58		.58	.58		.58		11,945	11,945			
Total	7.28		7.28	7.28		7.28		15,301				

*All Lecturers

STATUS OF WOMEN STUDY

Campus Center System

College or School Totals

Division Totals

Division Code 8

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	5.84		5.84	5.84		16,272			16,272				
Assoc. Prof.	15.13	1.00	16.13	15.13	1.00	13,394	13,535	+141	13,402				
Asst. Prof.	44.42	12.00	56.42	44.42	12.00	10,853	10,814	- 39	10,844				
Instr.	90.91	18.50	109.41	89.54	18.50	9,244	9,010	-234	9,204				
Admin.													
*Prof. Sci. & Spec.	10.08	9.00	19.08	7.08	5.63	9,868	9,837	- 31	9,854				
Total	166.38	40.50	206.88	162.01	37.13	10,353	9,840	-513	10,258				

*All but .25 headcount (male), .25 FTE (male) are Lecturers.

XVI. UNIVERSITY EXTENSION

Included in this report were the following divisions:

Liberal and Professional Education

Human Resource Development

Economic and Environmental Development

Educational Communications - Department of Agricultural Journalism

Community Programs

The appendix has data sheets for each division, but none for departments except in the case of Agricultural Journalism.

Excluded from the report were the divisions below, concerned primarily with services and special programs:

General Educational Administration

Staff Training and Development

All of Educational Communications except the Department of
Agricultural Journalism

Administrative Services

Educational Communications Division.

No women hold the title of Administration in the divisions included in this report. Otherwise, they are represented at all levels in all divisions with the exceptions of Professor, Associate Professor, and Instructor in Economic and Environmental Development and Professor in Community Programs. In the case of the Department of Agricultural Journalism, included in this report to allow for comparison with the parallel department in the Madison campus College of Agricultural, and Life Sciences the only woman employed is a .74 (headcount and F.T.E.) Professor.

PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY
WOMEN (BY TITLE)

University Extension
University of Wisconsin

1969-70

Title	Percent Women are in Total Membership	
	Headcount	FTE
Professor	6.9	7.1
Associate Professor	14.4	14.8
Assistant Professor	16.5	17.0
Instructor	38.7	38.0
Administration	0	0
Professional, Scientific & Specialist	44.1	40.1
*Lecturer	38.3	34.1
TOTAL	24.4	23.1

* Lecturers are culled from the Professional, Scientific and Specialist category.

TABLE II
NUMBER OF WOMEN (BY TITLE)
University Extension
University of Wisconsin
1969-70

Title	Numbers of Women	
	Headcount	FTE
Professor	5.36	5.36
Associate Professor	14.04	12.56
Assistant Professor	32.00	26.73
Instructor .	42.00	29.52
Administration	0	0
Professional, Scientific & Specialist	55.25	43.45
*Lecturer	3.00	2.00
TOTAL	148.65	117.62

* See note to Table I.

TABLE III
DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)
University Extension
University of Wisconsin
1969-70

Title	Dollar Differential
Professor	-513
Associate Professor	-519
Assistant Professor	-1075
Instructor	-948
Professional, Scientific & Specialist	-3311

Both numbers and percentages of women decrease as the academic level becomes higher. On the other hand, though dollar differential is most unfavorable to women at the Professional, Scientific, and Specialist level, there is no consistent pattern of dollar difference in the instructional categories. In general, the dollar difference, unfavorable to women at all levels, is roughly twice as much for Assistant Professors and Instructors as it is for Professors and Associate Professors.

Compared to the Madison campus and national statistics recorded on page seven, Table I, University Extension shows a higher percentage of women at each of the professorial ranks. The percentage of women at the Instructor level is higher than the national figure but lower than the Madison campus figure.

A P P E N D I X A

Data for University Extension
University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus University Extension

College or School Liberal & Professional Education

Department Division Totals

Department Code 9-21

RANK	NUMBER						AVERAGE SALARY						MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total		
	Male	Female	Total	Male	Female	Total										
Prof.	17.71	.68	18.39	17.21	.68	17.89	17,775	18,409	+ 634	17,800	17,282	18,409	+1127			
Assoc. Prof.	12.99	2.55	15.54	12.89	2.55	15.44	13,522	14,002	+ 480	13,605	13,179	14,277	+1098			
Asst. Prof.	16.12	1.00	17.12	15.95	1.00	16.95	12,245	11,045	-1200	12,175	11,455	11,045	- 410			
Instr.		1.00	1.00		1.00	1.00		8,858		8,858		8,858				
Admin.	1.75		1.75	1.75		1.75	18,394			8,394	18,052					
Prof. Sci. & Spec.	19.19	7.60	26.79	18.12	6.60	24.72	12,233	9,777	-2456	11,578	11,626	9,475	-2151			
Total	67.76	12.83	80.59	65.92	11.83	77.75	14,099	11,211	-2888	13,660						

*Lecturer 1.94

1.94

1.94

STATUS OF WOMEN STUDY

Campus University Extension

College or School Human Resource Development

Department Division Totals

Department Code 9-22

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	10.40	3.94	14.34	9.79	3.94	18,138	16,284	-1854	17,613	17,591	15,930	-1661	
Assoc. Prof.	9.52	5.84	15.36	9.52	5.84	13,925	12,412	-1513	13,346	13,668	12,490	-1178	
Asst. Prof.	11.00	7.84	18.84	11.00	7.84	11,898	10,973	- 925	11,509	12,048	10,024	-2024	
Instr.		2.00	2.00		1.67		9,382		9,382		9,295		
Admin.	1.13		1.13	1.12		21,506			21,506	20,864			
*Prof. Sci. & Spec.	17.55	14.00	31.55	17.10	12.16	11,528	9,481	-2047	10,677	11,864	9,758	-2106	
Total	49.60	33.62	83.22	48.53	31.45	13,645	11,244	-2401	12,701				

* Lecturers 2.33 3.00 5.33 2.33 2.50 4.83

STATUS OF WOMEN STUDY

Campus University Extension

College or School Economic & Environmental Development

Department Division Totals

Department Code 9-23

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount			F.T.E.		Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	35.75		35.75	35.75		16,570			16,570	16,855			
Assoc. Prof.	26.98		26.98	26.98		13,131			13,131	12,649			
Asst. Prof.	28.05	1.66	29.71	27.95	1.66	11,369	9,284	-2085	11,253	11,209	9,021	-2188	
Instr.	6.00		6.00	5.90		9,563			9,563	9,842			
Admin.	1.00		1.00	1.00		20,160			20,160	20,160			
* Prof. Sci. & Spec.	23.81	4.50	28.31	23.06	3.87	11,070	6,712	-4358	10,444	10,882	6,177	-4,705	
Total	121.59	6.16	127.75	120.64	5.53	13,231	7,478	-5753	12,980				

*Lecturer .17 .17 .17

STATUS OF WOMEN STUDY

Campus University Extension
 College or School Educational Communications
 Department Agricultural Journalism
 Department Code 9-25-1400

RANK	NUMBER					AVERAGE SALARY					MEDIAN			
	Headcount			F.T.E.		Male	Female	Total	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female									
Prof.	2.22	.74	2.96	2.22	.74	15,331	15,022	15,254	- 309	15,254	15,431	15,022	- 409	
Assoc. Prof.	.33		.33	.33		12,027		12,027		12,027	12,027			
Asst. Prof.	2.74		2.74	2.74		10,878		10,878		10,878	10,800			
Instr.	.64		.64	.36		7,451		7,451		7,451	7,451			
Admin.														
Prof. Sci. & Spec.	.40		.40	.40		10,718		10,718		10,718	10,718			
Total	6.33	.74	7.07	6.05	.74	12,360	15,022	12,650	+2662	12,650				

* All lecturer

STATUS ☐ WOMEN STUDY

Campus University Extension

College or School Community Programs

Department Totals

Department Code 9-26

RANK	NUMBER					AVERAGE SALARY					MEDIAN		
	Headcount					Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female								
Prof.	6.00		6.00	4.76		14,149			14,149	13,956			
Assoc. Prof.	33.71	5.65	39.36	22.73	4.17	11,387	10,892	- 495	11,319	10,767	11,757	+ 990	
Asst. Prof.	104.31	21.50	125.81	72.41	16.23	9,719	8,748	- 971	9,544	9,448	8,578	- 870	
Instr.	60.00	39.00	99.00	41.99	26.85	8,155	7,194	- 961	7,776	8,108	7,102	-1006	
Admin.	2.02		2.02	2.02		15,646			15,646	15,055			
Prof. Sci. & Spec.	9.00	29.15	38.15	6.47	20.82	7,763	6,536	-1227	6,827	6,656	6,464	- 192	
Total	215.04	95.30	310.34	150.38	68.07	9,671	7,592	-2079	9,023				

STATUS OF WOMEN STUDY

Campus University Extension
 College or School _____
 Department Totals: Men and Women _____
 Department Code 9

RANK	NUMBER						AVERAGE SALARY				MEDIAN			
	Headcount			F.T.E.			Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	Male	Female	Total	Male	Female	Total								
Prof.	72.08	5.36	77.44	69.73	5.36	75.09	16,884	16,371	- 513	16,847				
Assoc. Prof.	83.53	14.04	97.57	72.45	12.56	85.01	12,749	12,230	- 519	12,673				
Asst. Prof.	162.22	32.00	194.22	130.05	26.73	156.78	10,593	9,518	-1075	10,410				
Instr.	66.64	42.00	108.64	48.25	29.52	77.77	8,322	7,374	- 948	7,962				
Admin.	5.90		5.90	5.89		5.89	18,358			18,358				
*Prof. Sci. & Spec.	69.95	55.25	125.20	65.15	43.45	108.60	11,182	7,871	-3311	9,858				
Total	460.32	148.65	608.97	391.52	117.62	509.14	12,048	8,974	-3074	11,337				

*Lecturer 4.84 3.00 7.84 4.84 2.50 7.34

XVII

MEDICAL CENTER

THE UNIVERSITY OF WISCONSIN: 1969-70

The Medical Center of the University of Wisconsin is comprised of seven divisions: Administration, University Hospitals, State Hygiene Laboratory, Medical School, School of Nursing, Psychiatric Institute, and the University Health Services. Except for the School of Nursing, which was included in the University-wide report on the Status of Women, each division will be viewed independently in the above order. Larger divisions contain several departments and the latter may contain subdepartments. Subdepartment data sheets are followed by the department totals and division totals follow the department data sheets in the Appendix of each division.

A word should be said about the special classification of Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, and Clinical Instructor. Persons with these classifications are included in the data for the respective rank as they are occasionally the entire staff in a particular department or a large portion of it. However, they somewhat mar the data because of their peculiar relationship with the various divisions of the Medical Center. They are not on the tenure track and are usually fractional appointments engaged in teaching, research, or service. Some receive just token salaries as their primary income is from a source other than the University. Others receive salaries that are competitive for the particular skill. For this reason, salary information has been excluded from the data as there is no basis for valid comparisons. Included in the data sheets is information on headcount and FTE employees by rank and sex. Notations have been made on the individual data sheets regarding the presence of staff with the title "Clinical" preceding their rank.

MEDICAL CENTER

ADMINISTRATION

There is only one woman with academic status in this division.
She represents 9% of the academic staff as a half-time employee.

APPENDIX A

Raw Data for the Medical Center - Administration

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division _____

Department Administration

Sub-Department _____

Code Number 2-50

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	5.05	.50	5.55	5.05	.50	5.55
Total	5.05	.50	5.55	5.05	.50	5.55

MEDICAL CENTER
UNIVERSITY HOSPITALS
Madison: 1969-70

A total of 25 departments are represented in this division. Four show only male academic staff (Code numbers 2-51-0200, 2-51-3300, 2-51-6400 and 2-51-9300) and seven departments show only female academic staff (Code numbers 2-51-0300, 2-51-24, 2-51-49, 2-51-56, 2-51-6100, 2-51-8500, and 2-51-94). The remaining departments show women and men represented at some level.

A view of the composition of University Hospitals follows:

TABLE I
THE ACADEMIC COMPOSITION OF THE MEDICAL CENTER - UNIVERSITY HOSPITALS
BY RANK AND SEX
Madison: 1969-70

Rank	Headcount				FTE			
	Male	Female	Total	% Women	Male	Female	Total	% Women
Professor	1.04	.22	1.26	17.5%	1.04	.22	1.26	17.5%
Associate Professor	2.84	1.00	3.84	26.0%	2.48	1.00	3.48	28.7%
Assistant Professor	2.53	3.58	6.11	58.6%	2.53	3.58	6.11	58.6%
Instructor	.76	1.00	1.76	56.8%	.76	1.00	1.76	56.8%
Professional, Scientific & Special.	271.81	71.90	343.71	20.9%	258.96	65.49	324.45	20.2%
Total	278.98	77.70	356.68	21.8%	265.77	71.29	337.06	21.2%

While the sample of staff in the titles of Professor through Instructor is quite small for both men and women it is significant to note that the percentages of women at each level generally decreases as the levels increase.

The statistics for the Professional, Scientific and Specialist category are greatly affected by the fact that Interns and Residents are included. A glance at the Department of Medical Education shows that there are 224 (headcount) male Interns or Residents and 20 (headcount) female Interns or Residents. If the Department of Medical Education was excluded, the percentage of women in the Professional, Scientific, and Specialist category would be raised to 52% rather than 20.9% (headcount).

APPENDIX A

Raw Data for the Medical Center - University Hospitals

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Administration

Sub-Department _____

Code Number 2-51-0200

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	5.00		5.00	3.55		3.55
Total	5.00		5.00	3.55		3.55

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Admissions -Bed Control

Sub-Department _____

Code Number 2-51-0300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00
Total		2.00	2.00		2.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Fiscal Affairs

Sub-Department 2-51-08

Code Number _____

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00	3.00	7.00	4.00	3.00	7.00
Total	4.00	3.00	7.00	4.00	3.00	7.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Central Services

Sub-Department _____

Code Number 2-51-12

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.79		.79	.79		.79
Instr.						
Admin.						
Prof. Sci. & Spec.	19.55	4.00	23.55	19.55	4.00	23.55
Total	20.34	4.00	24.34	20.34	4.00	24.34

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Administration
 Code Number 2-51-1502

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.79		.79	.79		.79
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.79		1.79	1.79		1.79

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Bio. and Res.
 Code Number 2-51-1504

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	.49		.49	.49		.49
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.49		.49	.49		.49

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Chem. - Auto.
 Code Number 2-51-1514

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.		.82	.82		.82	.82
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total		.82	.82		.82	.82

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Chem. - Manl.
 Code Number 2-51-1515

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.83		.83	.83		.83
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.83		1.83	1.83		1.83

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department Spec. Chem.

Code Number 2-51-1517

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.91		.91	.91		.91
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.91		.91	.91		.91

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Immun. Hema
 Code Number 2-51-1562

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	.85		.85	.49		.49
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.85		.85	.49		.49

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department Transfus S

Code Number 2-51-1566

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.		.76	.76		.76	.76
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total		.76	.76		.76	.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Hemat.-Cent.
 Code Number 2-51-1593

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	.50		.50	.50		.50
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total	.50	1.00	1.50	.50	1.00	1.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Clinical Laboratories
 Sub-Department Hemat.-Rmot.
 Code Number 2-51-1595

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		.16	.16		.16	.16
Total		.16	.16		.16	.16

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Laboratories

Sub-Department _____

Code Number 2-51-15

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.79		.79	.79		.79
Assoc. Prof.	1.84		1.84	1.48		1.48
Asst. Prof.	1.74	1.58	3.32	1.74	1.58	3.32
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00	1.16	3.16	2.00	1.16	3.16
Total	6.37	2.74	9.11	6.01	2.74	8.75

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Offices

Sub-Department Pediatrics

Code Number 2-51-1663

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Offices

Sub-Department Surgery

Code Number 2-51-1681

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinical Offices

Sub-Department _____

Code Number 2-51-16

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Administration

Code Number 2-51-1702

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Arte. Kidney

Code Number 2-51-1708

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Eye

Code Number 2-51-1732

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		.20	.20
Total		1.00	1.00		.20	.20

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department UFHS

Code Number 2-51-1772

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		.51	.51		.51	.51
Total		.51	.51		.51	.51

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department Cont. Nursing

Code Number 2-51-1790

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Clinics

Sub-Department _____

Code Number 2-51-17

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00	4.51	6.51	2.00	3.71	5.71
Total	2.00	4.51	6.51	2.00	3.71	5.71

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Food Service

Sub-Department _____

Code Number 2-51-24

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.		.50	.50		.50	.50
Instr.						
Admin.						
Prof. Sci. & Spec.		1.97	1.97		1.97	1.97
Total		3.47	3.47		3.47	3.47

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Electroencephalography

Sub-Department _____

Code Number 2-51-2500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00
Total	1.00	1.00	2.00	1.00	1.00	2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Histology-Pathology

Sub-Department _____

Code Number 2-51-3300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.25		.25	.25		.25
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.25		.25	.25		.25

STATUS OF WOMEN STUDY

Campus Madison - Medical Center
 Division University Hospitals
 Department Inhalation Therapy
 Sub-Department _____
 Code Number 2-51-3500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	.75	1.75
Total	1.00	1.00	2.00	1.00	.75	1.75

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Plant Service

Sub-Department _____

Code Number 2-51-41

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00	.50	2.50	2.00	.50	2.50
Total	2.00	.50	2.50	2.00	.50	2.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Anesthes.

Code Number 2-51-4304

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00	4.00	10.00	5.09	3.17	8.26
Total	6.00	4.00	10.00	5.09	3.17	8.26

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Dermatol.

Code Number 2-51-4322

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00	2.00	6.00	4.00	2.00	6.00
Total	4.00	2.00	6.00	4.00	2.00	6.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Syn & Obs

Code Number 2-51-4331

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	9.00		9.00	9.00		9.00
Total	9.00		9.00	9.00		9.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Medicine

Code Number 2-51-4346

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	50.00	4.00	54.00	49.31	4.00	53.31
Total	50.00	4.00	54.00	49.31	4.00	53.31

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Neurology

Code Number 2-51-4347

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00		6.00	6.00		6.00
Total	6.00		6.00	6.00		6.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Neurosurgery

Code Number 2-51-4348

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00		4.00	4.00		4.00
Total	4.00		4.00	4.00		4.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Ophthalmol.

Code Number 2-51-4353

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	12.00	1.00	13.00	9.76	1.00	10.76
Total	12.00	1.00	13.00	9.76	1.00	10.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Orthopedic

Code Number 2-51-4355

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	11.00		11.00	11.00		11.00
Total	11.00		11.00	11.00		11.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Otolaryn.

Code Number 2-51-4357

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00		6.00	6.00		6.00
Total	6.00		6.00	6.00		6.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Pathology

Code Number 2-51-4361

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00	2.00	8.00	5.00	2.00	7.00
Total	6.00	2.00	8.00	5.00	2.00	7.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Pediatrics

Code Number 2-51-4363

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	17.50	3.00	20.50	15.58	3.00	18.58
Total	17.50	3.00	20.50	15.58	3.00	18.58

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Plastic Surgery

Code Number 2-51-4368

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	4.00		4.00	4.00		4.00
Total	4.00		4.00	4.00		4.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Psychiatry

Code Number 2-51-4373

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	25.00	3.00	28.00	24.33	3.00	27.33
Total	25.00	3.00	28.00	24.33	3.00	27.33

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Radiology

Code Number 2-51-4377

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	23.00		23.00	21.86		21.86
Total	23.00		23.00	21.86		21.86

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Surgery

Code Number 2-51-4381

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	34.50		34.50	34.50		34.50
Total	34.50		34.50	34.50		34.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Urology

Code Number 2-51-4387

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	6.00	1.00	7.00	5.08	1.00	6.08
Total	6.00	1.00	7.00	5.08	1.00	6.08

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department _____

Code Number 2-51-43

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	224.00	20.00	244.00	214.51	19.17	233.68
Total	224.00	20.00	244.00	214.51	19.17	233.68

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Medical Records

Sub-Department _____

Code Number 2-51-4400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	.25	1.00	1.25
Total	1.00	1.00	2.00	.25	1.00	1.25

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Social Work

Sub-Department _____

Code Number 2 51 4500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	3.00	14.00	17.00	3.00	11.47	14.47
Total	3.00	14.00	17.00	3.00	11.47	14.47

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Neuropsychological Testing

Sub-Department 2-51-4600

Code Number

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	.17	1.00	1.17
Total	1.00	1.00	2.00	.17	1.00	1.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Paramed. Ed.

Sub-Department _____

Code Number 2-51-49

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Other Operations

Sub-Department _____

Code Number 2-51-56

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. (Spec.		.50	.50		.50	.50
Total		.50	.50		.50	.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Pathology

Sub-Department _____

Code Number 2-51-6100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.		.22	.22		.22	.22
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total		.22	.22		.22	.22

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Personnel

Sub-Department _____

Code Number 2-51-6400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Public Relations

Sub-Department _____

Code Number 2-51-7400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	.50	1.50	2.00	.50	1.00	1.50
Total	.50	1.50	2.00	.50	1.00	1.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Radiology

Sub-Department Diagnostic

Code Number 2-51-7723

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	2.00		2.00	2.00		2.00
Total	2.00		2.00	2.00		2.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Radiology

Sub-Department Med. Physic

Code Number 2-51-7772

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	.67	.50	1.17
Total	1.00	1.00	2.00	.67	.50	1.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Radiology

Sub-Department Nuclr. Med.

Code Number _____

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00		1.00	1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Radiology

Sub-Department _____

Code Number 2-51-77

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	3.00	2.00	5.00	2.67	1.50	4.17
Total	3.00	2.00	5.00	2.67	1.50	4.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Volunteer Program

Sub-Department _____

Code Number 2-51-8500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		.50	.50
Total		1.00	1.00		.50	.50

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Rehabilitation

Sub-Department P. Ther. Gen.

Code Number 2-51-9267

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
* Instr.		1.00	1.00		1.00	1.00
Admin.						
Prof. Sci. & Spec.						
Total		1.00	1.00		1.00	1.00

*All data refers to employment as a clinical instructor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Rehabilitation

Sub-Department P. Ther. N & R

Code Number 2-51-9269

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.	.76		.76	.76		.76
Admin.						
Prof. Sci. & Spec.						
Total	.76		.76	.76		.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Rehabilitation

Sub-Department Com. Disord.

Code Number 2-51-9279

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		3.76	3.76		3.76	3.76
Total	1.00	3.76	4.76	1.00	3.76	4.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Rehabilitation

Sub-Department _____

Code Number 2-51-92

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.						
Instr.	.76	1.00	1.76	.76	1.00	1.76
Admin.						
Prof. Sci. & Spec.		3.76	3.76		3.76	3.76
Total	1.76	4.76	6.52	1.76	4.76	6.52

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department R & D

Sub-Department _____

Code Number 2-51-9300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	.76		.76	.76		.76
Total	.76		.76	.76		.76

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

Department Nursing Service

Sub-Department _____

Code Number 2-51-94

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.50	1.50		1.50	1.50
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		6.00	6.00		5.50	5.50
Total		7.50	7.50		7.00	7.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Hospitals

~~Department~~ Division Totals

Sub-Department _____

Code Number 2-51

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.04	.22	1.26	1.04	.22	1.26
Assoc. Prof.	2.84	1.00	3.84	2.48	1.00	3.48
Asst. Prof.	2.53	3.58	6.11	2.53	3.58	6.11
Instr.	.76	1.00	1.76	.76	1.00	1.76
Admin.						
Prof. Sci. & Spec.	271.81	71.90	343.71	258.96	65.49	324.45
Total	278.98	77.70	356.68	265.77	71.29	337.06

MEDICAL CENTER
MEDICAL SCHOOL
Madison: 1969-70

There are a total of 26 Departments represented in this Division. Nineteen show men and women at some level and seven are staffed solely by men. A view of the compositions of the Medical School follows:

TABLE I
THE ACADEMIC COMPOSITION OF THE MEDICAL CENTER - MEDICAL SCHOOL
BY RANK AND SEX
Madison: 1969-70

Rank	Headcount				F.T.E.			
	Male	Female	Total	%Women	Male	Female	Total	%Women
Professor	83.76	5.78	89.54	6.4%	79.52	5.45	84.97	6.4%
Associate Professor	66.49	6.50	72.99	8.9%	62.18	6.50	68.68	9.5%
Assistant Professor	91.94	18.42	110.36	16.7%	82.27	17.22	99.49	17.3%
Instructor	12.48	15.76	28.24	55.8%	9.37	14.35	23.72	60.5%
Administration	2.12	.00	2.12	.0%	2.12	.00	2.12	.0%
Professional, Scientific & Specialist	10.81	15.08	25.89	58.2%	10.11	12.90	23.01	56.1%
Total	267.60	61.54	329.14	18.7%	245.57	56.42	301.99	18.7%

While the percentage of women consistently decreases as the ranks increase it is worth noting that the percentage of women at each rank is significantly higher than their female colleagues in the College of Letters and Science. Further, women are well distributed throughout the Medical School and not concentrated in a few departments as has been the case in other divisions. However, women do seem to be concentrated at the lower academic levels.

APPENDIX A

Raw Data for the Medical Center - Medical School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Administration

Sub-Department _____

Code Number 2-53-0200

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.17		.17	.17		.17
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.	2.12		2.12	2.12		2.12
Prof. Sci. & Spec.	1.81		1.81	1.81		1.81
Total	4.10		4.10	4.10		4.10

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Anatomy

Sub-Department _____

Code Number 2-53-0600

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
	4.00		4.00	4.00		4.00
Assoc. Prof.	2.00	1.00	3.00	1.25	1.00	2.25
Asst. Prof.	8.00	1.00	9.00	7.33	1.00	8.33
Instr.	1.00	1.00	2.00	.23	1.00	1.23
Admin.						
Prof. Sci. & Spec.						
Total	15.00	3.00	18.00	12.81	3.00	15.81

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Anesthesiology

Sub-Department _____

Code Number 2-53-0900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00	1.00	2.00	1.00	1.00	2.00
Assoc. Prof.	3.00		3.00	3.00		3.00
Asst. Prof.	3.00	3.00	6.00	2.50	2.50	5.00
Instr.		1.00	1.00		.17	.17
Admin.						
Prof. Sci. & Spec.						
Total	7.00	5.00	12.00	6.50	3.67	10.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Animal Care

Sub-Department _____

Code Number 2-53-1200

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Clin. Oncology

Sub-Department _____

Code Number 2-53-1500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.43		3.43	3.43		3.43
Assoc. Prof.	2.00		2.00	2.00		2.00
Asst. Prof.	3.66		3.66	3.66		3.66
Instr.						
Admin.						
Prof. Sci. & Spec.	.50		.50	.50		.50
Total	9.59		9.59	9.59		9.59

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Electron Lab.

Sub-Department _____

Code Number 2-53-1700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Genetics

Sub-Department _____

Code Number 2-53-2500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.80		3.80	3.63		3.63
Assoc. Prof.	1.02		1.02	.97		.97
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	4.82		4.82	4.60		4.60

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Gynecology & Obs.

Sub-Department _____

Code Number 2-53-2800

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.86		3.86	3.86		3.86
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	2.00
Asst. Prof.	3.00	2.00	5.00	2.17	2.00	4.17
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	7.86	3.00	10.86	7.03	3.00	10.03

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department History of Medicine

Sub-Department _____

Code Number 2-53-3100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.65		.65	.65		.65
Assoc. Prof.						
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	.65		.65	.65		.65

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Library

Sub-Department _____

Code Number 2-53-40

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.						
Instr.						
Admin.		1.00	1.00		1.00	1.00
Prof. Sci. & Spec.	1.00	11.00	12.00	.75	9.27	10.02
Total	1.00	13.00	14.00	.75	11.27	12.02

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Clin. Path.

Code Number 2-53-4310

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.21		.21	.21		.21
Assoc. Prof.	1.04	1.00	2.04	1.03	1.00	2.03
Asst. Prof.	.26	.42	.68	.26	.42	.68
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	1.51	1.42	2.93	1.50	1.42	2.92

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Dermatol

Code Number 2-53-4320

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
* Prof.	2.00		2.00	1.33		1.33
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	3.00		3.00	2.33		2.33

* This rank includes 1.00 Headcount (.33 FTE) Male Clinical Professor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Medicine

Code Number 2-53-4340

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
* ¹ Prof.	9.83	1.00	10.83	8.83	1.00	9.83
* ² Assoc. Prof.	7.31		7.31	6.41		6.41
* ³ Asst. Prof.	18.01	1.00	19.01	16.77	1.00	17.77
* ⁴ Instr.	4.24	2.00	6.24	3.66	2.00	5.66
Admin.						
Prof. Sci. & Spec.						
Total	39.39	4.00	43.39	35.67	4.00	39.67

*¹ This rank includes 1.00 headcount (.50 fte) male Clinical Professors.

*² This rank includes 1.00 headcount (.10 fte) male Clinical Associate Professors.

*³ This rank includes 2.75 headcount (2.05 fte) male Clinical Assistant Professors and 1.00 headcount (1.00 fte) female.

*⁴ This rank includes 1.00 headcount (.50 fte) male Clinical Instructor and 2.00 headcount (2.00 fte) female Clinical Instructor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Occup. Ther.

Code Number 2-53-4355

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.		1.00	1.00		1.00	1.00
Instr.		2.00	2.00		2.00	2.00
Admin.						
Prof. Sci. & Spec.						
Total		3.00	3.00		3.00	3.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Phys. Ther.

Code Number 2-53-4360

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.		3.00	3.00		3.00	3.00
* Instr.		2.00	2.00		2.00	2.00
Admin.						
Prof. Sci. & Spec.						
Total		6.00	6.00		6.00	6.00

* This rank includes 1.00 headcount (1.00 fte) female Clinical Instructors.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department

Code Number 2-53-4300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	12.04	1.00	13.04	10.37	1.00	11.37
Assoc. Prof.	9.35	2.00	11.35	8.44	2.00	10.44
Asst. Prof.	18.27	5.42	23.69	17.03	5.42	22.45
Instr.	4.24	6.00	10.24	3.66	6.00	9.66
Admin.						
Prof. Sci. & Spec.						
Total	43.90	14.42	58.32	39.50	14.42	53.92

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Medicine

Sub-Department Microbiology

Code Number 2-53-4700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.00		3.00	3.00		3.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	3.00	.59	3.59	3.00	.59	3.59
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	7.00	.59	7.59	7.00	.59	7.59

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Programs

Sub-Department _____

Code Number 2-53-4900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.59		.59	.59		.59
Assoc. Prof.						
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	2.59		2.59	2.59		2.59

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Neurology

Sub-Department _____

Code Number 2-53-5100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.	7.00		7.00	7.00		7.00
Asst. Prof.	4.00	1.00	5.00	4.00	1.00	5.00
Instr.		1.00	1.00		1.00	1.00
Admin.						
Prof. Sci. & Spec.						
Total	12.00	2.00	14.00	12.00	2.00	14.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Lab. of Neurophysiology

Sub-Department _____

Code Number 2-53-5400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.91		3.91	3.91		3.91
Assoc. Prof.	.49	.50	.99	.49	.50	.99
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.	.50		.50	.50		.50
Total	5.90	.50	6.40	5.90	.50	6.40

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Oncology

Sub-Department _____

Code Number 2-53-5900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	7.00	1.00	8.00	7.00	.67	7.67
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.	2.00		2.00	2.00		2.00
Admin.						
Prof. Sci. & Spec.	3.00		3.00	3.00		3.00
Total	15.00	1.00	16.00	15.00	.67	15.67

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Pathology

Sub-Department _____

Code Number 2-53-6300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.40	.78	4.18	3.40	.78	4.18
Assoc. Prof.						
Asst. Prof.	5.10		5.10	5.10		5.10
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	8.50	.78	9.28	8.50	.78	9.28

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Pediatrics

Sub-Department _____

Code Number 2-53-6700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	4.00	1.00	5.00	4.00	1.00	5.00
Assoc. Prof.	5.44		5.44	5.44		5.44
*1 Asst. Prof.	5.00	1.41	6.41	4.00	1.41	5.41
*2 Instr.	2.00	1.00	3.00	1.67	1.00	2.67
Admin.						
Prof. Sci. & Spec.		.84	.84		.84	.84
Total	16.44	4.25	20.69	15.11	4.25	19.36

*1 This rank includes 2.00 headcount (1.00 fte) male Clinical Assistant Professors and 1.00 headcount (1.00 fte) female Clinical Assistant Professors.

*2 This rank includes 1.00 headcount (.67 fte) male Clinical Instructor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Physio. Chem. General

Sub-Department _____

Code Number 2-53-7700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	4.00		4.00	4.00		4.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00
Total	6.00	2.00	8.00	6.00	2.00	8.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Physiology

Sub-Department _____

Code Number 2-53-8100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	5.25		5.25	5.25		5.25
Assoc. Prof.	2.50		2.50	2.50		2.50
Asst. Prof.		1.00	1.00		1.00	1.00
Instr.	1.00	.50	1.50	1.00	.50	1.50
Admin.						
Prof. Sci. & Spec.	1.00	1.00	2.00	.55	.55	1.10
Total	9.75	2.50	12.25	9.30	2.05	11.35

* All statistics refer to employment as Lecturers

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Preventive Med.

Sub-Department _____

Code Number 2-53-8500

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.	2.00		2.00	2.00		2.00
Asst. Prof.	3.49	1.00	4.49	3.49	1.00	4.49
Instr.		.26	.26		.18	.18
Admin.						
Prof. Sci. & Spec.						
Total	6.49	1.26	7.75	6.49	1.18	7.67

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Psychiatry

Sub-Department _____

Code Number 2-53-8900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	7.01		7.01	7.01		7.01
Assoc. Prof.	7.00	1.00	8.00	7.00	1.00	8.00
* Asst. Prof.	5.00		5.00	3.22		3.22
Instr.		1.00	1.00		1.00	1.00
Admin.						
Prof. Sci. & Spec.						
Total	19.01	2.00	21.01	17.23	2.00	19.23

* This rank includes 2.00 headcount (.74 fte) male Clinical Assistant Professors

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Radiology General

Sub-Department _____

Code Number 2-53-9300

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.75		3.75	3.75		3.75
Assoc. Prof.	6.00		6.00	6.00		6.00
Asst. Prof.	7.00	1.00	8.00	7.00	1.00	8.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	16.75	1.00	17.75	16.75	1.00	17.75

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Rehab. Med.

Sub-Department _____

Code Number 2-53-9400

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.40		1.40	1.40		1.40
Assoc. Prof.	.24		.24	.24		.24
Asst. Prof.	.40		.40	.40		.40
Instr.	.24	1.00	1.24	.24	1.00	1.24
Admin.						
Prof. Sci. & Spec.		.24	.24		.24	.24
Total	2.28	1.24	3.52	2.28	1.24	3.52

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department General

Code Number 2-53-9710

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
* Prof.	5.50		5.50	4.64		4.64
Assoc. Prof.	6.45		6.45	6.45		6.45
Asst. Prof.	3.00		3.00	3.00		3.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	14.95		14.95	14.09		14.09

* This rank includes 1.00 headcount (.13 fte) male Clinical Professor.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Dent. & Plast.

Code Number 2-53-9730

TITLE *	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	.26		.26
Assoc. Prof.	1.00		1.00	.50		.50
Asst. Prof.	1.00		1.00	.25		.25
Instr.	1.00		1.00	.07		.07
Admin.						
Prof. Sci. & Spec.						
Total	4.00		4.00	1.08		1.08

* All data in this sub-department refers to employment with the title "Clinical" in each rank.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Ophthalmol

Code Number 2-53-9750

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
*1 Prof.	1.00		1.00	.20		.20
*2 Assoc. Prof.	1.00		1.00	.50		.50
*3 Asst. Prof.	7.00	1.00	8.00	4.10	.30	4.40
Instr.	1.00	1.00	2.00	.50	1.00	1.50
Admin.						
Prof. Sci. & Spec.						
Total	10.00	2.00	12.00	5.30	1.30	6.60

*1 All data for this rank refers to employment as a Clinical Professor.

*2 All data for this rank refers to employment as a Clinical Associate Professor.

*3 This rank includes 4.00 headcount (1.10 fte) male Clinical Assistant Professors and 1.00 headcount (.30 fte) female Clinical Assistant Professors.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Ortho. Surg.

Code Number 2-53-9760

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	4.00		4.00	4.00		4.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Otolaryn

Code Number 2-53-9770

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.		1.00	1.00		1.00	1.00
* Assoc. Prof.	3.00		3.00	1.40		1.40
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	3.00	1.00	4.00	1.40	1.00	2.40

*This rank includes 2.00 headcount (.40 fte) male Clinical Associate Professors.

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department Urology

Code Number 2-53-9785

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.						
Admin.						
Prof. Sci. & Spec.						
Total	3.00		3.00	3.00		3.00

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Surgery

Sub-Department _____

Code Number 2-53-9700

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	8.50	1.00	9.50	6.10	1.00	7.10
Assoc. Prof.	13.45		13.45	10.85		10.85
Asst. Prof.	15.00	1.00	16.00	11.35	.30	11.65
Instr.	2.00	1.00	3.00	.57	1.00	1.57
Admin.						
Prof. Sci. & Spec.						
Total	38.95	3.00	41.95	28.87	2.30	31.17

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division Medical School

Department Totals

Sub-Department _____

Code Number 2-53

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	83.76	5.78	89.54	79.52	5.45	84.97
Assoc. Prof.	66.49	6.50	72.99	62.18	6.50	68.68
Asst. Prof.	91.94	18.42	110.36	82.27	17.22	99.49
Instr.	12.48	15.76	28.24	9.37	14.35	23.72
Admin.	2.12		2.12	2.12		2.12
Prof. Sci. & Spec.	10.81	15.08	25.89	10.11	12.90	23.01
Total	267.60	61.54	329.14	245.57	56.42	201.99

Note: This data includes 5 male clinical Professors, 6 male Clinical Associate Professors, 19 Clinical Assistant Professors (3 women and 16 men) and 6 Clinical Instructors (2 men and 4 women). More detailed breakdowns will be found on the individual data sheets in Appendix A.

MEDICAL CENTER
STATE LABORATORY OF HYGIENE
Madison: 1969-70

There is only one department in this division and that is related to Administration. There are no women in the three Professorial ranks. On a headcount basis, women are 46.5% of the Instructors, 50% in the Professional, Scientific, and Specialist category, and 34.8% of the total academic staff of the State Laboratory of Hygiene. On an FTE basis they are 38.8%, 50%, and 31.8% respectively. It might be noted that in the Professional, Scientific, and Specialist category the men are in the upper levels of Director and Assistant Director while the women are Specialists.

APPENDIX A

Raw Data for the Medical Center - State Hygiene Laboratory

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division _____

Department St. Lab. of Hygiene

~~XXXXX~~ Department Totals: Men & Women

Code Number 2-52-10

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.						
Asst. Prof.	2.00		2.00	2.00		2.00
Instr. *	2.00	1.74	3.74	2.00	1.27	3.27
Admin.						
Prof. Sci. & Spec.	2.00	2.00	4.00	2.00	2.00	4.00
Total	7.00	3.74	10.74	7.00	3.27	10.27

*All statistics for males at this rank refer to employment as Clinical Instructors. Also included at this rank is .74 Headcount (.52 fte) female Clinical Instructor.

MEDICAL CENTER - PSYCHIATRIC INSTITUTE

Madison: 1969-70

In the Psychiatric Institute the rank of Assistant Professor is exclusively staffed by a woman. She is the only female academic staff in the Institute. However, it should be noted that the sample for the entire Psychiatric Institute is quite small and considering this factor, women are 33.4% (Headcount) and 27.4% (FTE) of the total academic employees in this Division.

APPENDIX A

Raw Data for the Medical Center - Psychiatric Institute

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division _____

Department Psychiatric Inst.

Sub-Department _____

Code Number 2-55

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	.49		.49	.49		.49
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.		1.00	1.00		.75	.75
Instr.						
Admin.						
Prof. Sci. & Spec.	.50		.50	.50		.50
Total	1.99	1.00	2.99	1.99	.75	2.74

MEDICAL CENTER - UNIVERSITY HEALTH SERVICE

Madison: 1969-70

The statistics for the University Health Service show that women are represented at each level where males appear. However, it should be noted that this Division is geared more to service than instruction which accounts for the majority of the staff holding the title "Clinical" before their respective rank.

Table I shows the composition of the University Health Service.

TABLE I

THE ACADEMIC COMPOSITION OF THE UNIVERSITY HEALTH SERVICE

BY RANK AND SEX

Madison: 1969-70

Rank	Headcount				FTE			
	Men	Women	Total	% Women	Men	Women	Total	% Women
Assistant Professor	5.06	2.00	7.06	28.3%	4.80	1.60	6.40	25.0%
Instructor	4.76	2.00	6.76	29.6%	3.80	.90	4.70	19.1%
Professional, Scientific, and Specialist	2.84	1.00	3.84	26.0%	2.84	.50	3.34	15.0%
Total	12.66	5.00	17.66	28.3%	11.44	3.00	14.44	20.8%

One notes from the above Table that the percentage of women remains fairly constant at each rank and that the percentages do not decrease as the ranks increase.

APPENDIX A

Raw Data for the Medical Center - University Health Service

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison - Medical Center

Division University Health Service

Department University Health Service

Sub-Department _____

Code Number 2-57

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
1 Asst. Prof.	5.06	2.00	7.06	4.80	1.60	6.40
2 Instr.	4.76	2.00	6.76	3.80	.90	4.70
Admin.						
3 Prof. Sci. & Spec.	2.84	1.00	3.84	2.84	.50	3.34
Total	12.66	5.00	17.66	11.44	3.00	14.44

1. At this rank all staff hold the title of Clinical Assistant Professor with the exception of .87(headcount and FTE) male Assistant Professors.
2. At this level all staff hold the title of Clinical Instructor with the exception of one .76 (headcount) - .50 (FTE) male Instructor.
3. These statistics include one male .75 (headcount and FTE) employed as a Lecturer.